



## TEACHERS' SURVEY TOOL

**Target group:** Teachers

School Name: \_\_\_\_\_

Subjects Taught: \_\_\_\_\_

Classes Taught: \_\_\_\_\_ Date: \_\_\_\_\_

Sex (Male/Female): \_\_\_\_\_ Age (in completed years): \_\_\_\_\_

### Introduction

Good morning/afternoon Sir/Madam. My name is <~~~>. I am working with Luigi Giussani Institute of Higher Education (LGIHE). We are carrying out an endline study on teaching and learning in this school so as to assess the achievement of the goals, objectives and indicators of the project. As you are aware, this project has been implemented in your school during the period 2017-2019.

As a beneficiary of this project, you have been selected to take part in this study and therefore your participation is highly appreciated. All the information that you will provide is extremely confidential and will be used only by LGIHE. This exercise is intended to take about 25-30 minutes.

Thank you very much!

This tool consists of 3 sections.

- ☐ **Section A** contains 5 domains for school leadership and management that you are required to complete about your school leaders.
- ☐ **Section B** contains questions on Human Flourishing; and Core Self-Evaluation Modules. Kindly provide answers based on your personal experiences or practice.
- ☐ **Section C** contains items that will help us track the impact of LGIHE trainings.

Do you agree to proceed with this survey? *(If no, then stop here!)*

Yes ☐

No ☐

| SECTION A: SCHOOL LEADERSHIP AND MANAGEMENT                                                                                                                      |                                                                                                                                                                                     |   |   |   |   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|---|---|---|
| State the extent to which these statements describe your school leaders (1=Strongly Disagree; 2=Disagree; 3=Agree; 4=Strongly Agree). Please circle your opinion |                                                                                                                                                                                     |   |   |   |   |
| DOMAIN 1: LEADING LEARNING AND TEACHING                                                                                                                          |                                                                                                                                                                                     |   |   |   |   |
| 1.                                                                                                                                                               | Our school leaders encourage teachers to develop innovative practices.                                                                                                              | 1 | 2 | 3 | 4 |
| 2.                                                                                                                                                               | Our school leader encourages teachers to share innovative practices that have shown success in improving learning outcomes.                                                         | 1 | 2 | 3 | 4 |
| 3.                                                                                                                                                               | Our school leaders ensure the regular and effective monitoring of the academic progress of the students.                                                                            | 1 | 2 | 3 | 4 |
| 4.                                                                                                                                                               | Our school leaders ensure social development of each student with the aim of enabling them realise their full potential.                                                            | 1 | 2 | 3 | 4 |
| 5.                                                                                                                                                               | Our school leaders facilitate teachers to critically analyse or evaluate their own practice.                                                                                        | 1 | 2 | 3 | 4 |
| 6.                                                                                                                                                               | Our school leaders promote a culture of collaborative review of teaching and learning practices and outcomes.                                                                       | 1 | 2 | 3 | 4 |
| 7.                                                                                                                                                               | Our school leaders meet teachers every term to discuss and evaluate their work.                                                                                                     | 1 | 2 | 3 | 4 |
| 8.                                                                                                                                                               | Our school leaders ensure that teachers who are experiencing difficulties are supported effectively.                                                                                | 1 | 2 | 3 | 4 |
| DOMAIN 2: LEADING SCHOOL DEVELOPMENT                                                                                                                             |                                                                                                                                                                                     |   |   |   |   |
| 9.                                                                                                                                                               | Our school leaders help us understand the school mission and vision.                                                                                                                | 1 | 2 | 3 | 4 |
| 10.                                                                                                                                                              | Our school leaders clearly communicate the vision to all the teachers and other stakeholders in a way that empowers the whole school community to translate the vision into action. | 1 | 2 | 3 | 4 |
| 11.                                                                                                                                                              | Our school leaders set high expectations of students, staff and other stakeholders about the school.                                                                                | 1 | 2 | 3 | 4 |
| 12.                                                                                                                                                              | Our school leaders recognise that a crucial part of their role is to lead and manage action planning for improvement of the school.                                                 | 1 | 2 | 3 | 4 |
| 13.                                                                                                                                                              | Our school leaders build and maintains very constructive relationships with parents, all school partners and the wider school community.                                            | 1 | 2 | 3 | 4 |
| 14.                                                                                                                                                              | Our school leaders encourage open communication and free expression of views.                                                                                                       | 1 | 2 | 3 | 4 |
| 15.                                                                                                                                                              | Our school leaders provide staff, students and parents with appropriate opportunities to offer their views and opinions.                                                            | 1 | 2 | 3 | 4 |
| 16.                                                                                                                                                              | Our school leaders communicate very clearly the procedures for dealing with conflict management and resolution.                                                                     | 1 | 2 | 3 | 4 |
| 17.                                                                                                                                                              | Our school leaders are aware of the school's changing needs, and seeks to respond to them.                                                                                          | 1 | 2 | 3 | 4 |
| DOMAIN 3: BUILDING CULTURE, CAPACITY AND TEAMS                                                                                                                   |                                                                                                                                                                                     |   |   |   |   |
| 18.                                                                                                                                                              | Our school leaders lead the school community to continuously strive for excellence by setting high expectations for students.                                                       | 1 | 2 | 3 | 4 |
| 19.                                                                                                                                                              | Our school leaders collaborate to foster collaboration among colleagues.                                                                                                            | 1 | 2 | 3 | 4 |
| 20.                                                                                                                                                              | Our school leaders welcome and celebrates individual and collective contributions and achievements.                                                                                 | 1 | 2 | 3 | 4 |
| 21.                                                                                                                                                              | Our school leaders understand the importance of leadership and management for learning within the school.                                                                           | 1 | 2 | 3 | 4 |
| 22.                                                                                                                                                              | Our school leaders empower teachers to take on leadership roles and to lead learning.                                                                                               | 1 | 2 | 3 | 4 |
| 23.                                                                                                                                                              | Our school leaders encourage teamwork in all aspects of school life.                                                                                                                | 1 | 2 | 3 | 4 |
| 24.                                                                                                                                                              | Our school leaders ensure that the student council is a democratically elected body who represent the whole student population.                                                     | 1 | 2 | 3 | 4 |

| SECTION A: SCHOOL LEADERSHIP AND MANAGEMENT                                                                                                                      |                                                                                                                                          |   |   |   |   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|---|---|---|---|
| State the extent to which these statements describe your school leaders (1=Strongly Disagree; 2=Disagree; 3=Agree; 4=Strongly Agree). Please circle your opinion |                                                                                                                                          |   |   |   |   |
| 25.                                                                                                                                                              | Our school leaders ensure that the student council is included in the decision-making processes.                                         | 1 | 2 | 3 | 4 |
| 26.                                                                                                                                                              | Our school leaders support students in their leadership roles by providing relevant training and opportunities to lead school practices. | 1 | 2 | 3 | 4 |
| DOMAIN 4: PROFESSIONAL GROWTH AND DEVELOPMENT                                                                                                                    |                                                                                                                                          |   |   |   |   |
| 27.                                                                                                                                                              | Our school leaders actively maintain their leadership and management skills.                                                             | 1 | 2 | 3 | 4 |
| 28.                                                                                                                                                              | Our school leaders respond well to pressing responsibilities and demands.                                                                | 1 | 2 | 3 | 4 |
| 29.                                                                                                                                                              | Our school leaders delegate responsibilities appropriately.                                                                              | 1 | 2 | 3 | 4 |
| 30.                                                                                                                                                              | Our school leaders ensure that systems and structures are in place to meet the priority needs of the school.                             | 1 | 2 | 3 | 4 |
| 31.                                                                                                                                                              | Our school leaders regularly conduct the school's self-evaluation.                                                                       | 1 | 2 | 3 | 4 |
| 32.                                                                                                                                                              | Our school leaders actively involve themselves in professional associations for school leaders and managers.                             | 1 | 2 | 3 | 4 |
| 33.                                                                                                                                                              | Our school leaders support the professional development of teachers in the school.                                                       | 1 | 2 | 3 | 4 |
| DOMAIN 5: ORGANISATIONAL MANAGEMENT                                                                                                                              |                                                                                                                                          |   |   |   |   |
| 34.                                                                                                                                                              | Our school leaders effectively lead and manages human resources in the school.                                                           | 1 | 2 | 3 | 4 |
| 35.                                                                                                                                                              | Our school leaders effectively lead and manages the physical resources and organisational structures.                                    | 1 | 2 | 3 | 4 |
| 36.                                                                                                                                                              | Our school leaders promote the practice of the school core values by all the staff and students.                                         | 1 | 2 | 3 | 4 |
| 37.                                                                                                                                                              | Our school leaders carry out their duties in a professional manner and in accordance with the values of the school.                      | 1 | 2 | 3 | 4 |
| 38.                                                                                                                                                              | Our school leaders maintain a conducive atmosphere for staff well-being in the school.                                                   | 1 | 2 | 3 | 4 |
| 39.                                                                                                                                                              | Our school leaders encourage the development of communities of practice within the school that foster management and leadership skills.  | 1 | 2 | 3 | 4 |

| SECTION B: HUMAN FLOURISHING AND CORE SELF-EVALUATION MODULES                                                                                                                      |                                                                        |   |   |   |   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|---|---|---|---|
| Please indicate the extent to which you agree or disagree with the following statements. (1=Strongly Disagree; 2=Disagree; 3=Agree; 4=Strongly Agree). Please circle your opinion. |                                                                        |   |   |   |   |
| DOMAIN 1: HUMAN FLOURISHING                                                                                                                                                        |                                                                        |   |   |   |   |
| 40.                                                                                                                                                                                | I am engaged and interested in my daily activities.                    | 1 | 2 | 3 | 4 |
| 41.                                                                                                                                                                                | I feel I lead a purposeful and meaningful life.                        | 1 | 2 | 3 | 4 |
| 42.                                                                                                                                                                                | I am competent and capable in the activities that are important to me. | 1 | 2 | 3 | 4 |
| 43.                                                                                                                                                                                | I am optimistic about the future.                                      | 1 | 2 | 3 | 4 |
| 44.                                                                                                                                                                                | My social relationships are supportive and rewarding.                  | 1 | 2 | 3 | 4 |
| 45.                                                                                                                                                                                | People respect me.                                                     | 1 | 2 | 3 | 4 |
| DOMAIN 2: CORE SELF-EVALUATION                                                                                                                                                     |                                                                        |   |   |   |   |
| 46.                                                                                                                                                                                | When I try, I generally succeed.                                       | 1 | 2 | 3 | 4 |
| 47.                                                                                                                                                                                | I do not feel in control of my success in my career.                   | 1 | 2 | 3 | 4 |
| 48.                                                                                                                                                                                | Sometimes I feel depressed.                                            | 1 | 2 | 3 | 4 |
| 49.                                                                                                                                                                                | I usually get the success I deserve in life.                           | 1 | 2 | 3 | 4 |
| 50.                                                                                                                                                                                | Sometimes when I fail, I feel worthless.                               | 1 | 2 | 3 | 4 |
| 51.                                                                                                                                                                                | Sometimes, I do not feel in control of my work.                        | 1 | 2 | 3 | 4 |

## SECTION B: HUMAN FLOURISHING AND CORE SELF-EVALUATION MODULES

Please indicate the extent to which you agree or disagree with the following statements. (1=Strongly Disagree; 2=Disagree; 3=Agree; 4=Strongly Agree). Please circle your opinion.

|     |                                          |   |   |   |   |
|-----|------------------------------------------|---|---|---|---|
| 52. | I determine what will happen in my life. | 1 | 2 | 3 | 4 |
|-----|------------------------------------------|---|---|---|---|

## SECTION C: TRACKING IMPACT OF LGIHE TRAININGS

For each of the items C1 to C11, choose options 1, 2, or 3 that best illustrates your response and write it in the box on the right of each item.

|            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Responses |
|------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| <b>C1.</b> | <p>As a consequence of the LGIHE trainings, do you value the lives of your pupils more, less or about the same now, compared with how you felt before you received the trainings?</p> <p>1= I value their lives less now than before I received the LGIHE trainings<br/> 2= I value their lives about the same as before I received the LGIHE trainings<br/> 3= I value their lives more now than before I received the LGIHE trainings</p>                                                                                                                    |           |
| <b>C2.</b> | <p>As a consequence of the LGIHE trainings, are you motivated at your job more, less or about the same now, compared with how you felt before you received the trainings?</p> <p>1= I am less motivated now than before I received the LGIHE trainings<br/> 2= I am motivated about the same as before I received the LGIHE trainings<br/> 3= I am more motivated now than before I received the LGIHE trainings</p>                                                                                                                                           |           |
| <b>C3.</b> | <p>As a consequence of the LGIHE training(s), how would you rate the number of pupils who report to/approach you in case they have problems/difficulties either at school or home now, as compared to before you received the trainings?</p> <p>1= The number of pupils who approach me now is slightly less than before I received the training<br/> 2= The number of pupils who approach me now is same as before I received the training<br/> 3= The number of pupils who approach me now is higher than before I received the training</p>                 |           |
| <b>C4.</b> | <p>As a consequence of the LGIHE trainings, how often do you contact parents (make follow-ups) of children with discipline, performance, absenteeism, etc. issues in your school now, as compared to before you received the trainings?</p> <p>1=The frequency at which I do these follow-ups is slightly less than before I received the training<br/> 2=The frequency at which I do these follow-ups now is same as before I received the training<br/> 3=The frequency at which I do these follow-ups now is higher than before I received the training</p> |           |
| <b>C5.</b> | <p>As a consequence of the LGIHE trainings, how often do you use collaborative and active teaching methods (asking questions, group discussions, homework/assignments) now, as compared to before you received the trainings?</p> <p>1=The frequency at which I use these methods now is slightly less than before I received the training<br/> 2=The frequency at which I use these methods now is same as before I received the training<br/> 3=The frequency at which I use these methods now is higher than before I received the training</p>             |           |

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|-------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| <b>C6.</b>  | <p>As a consequence of the LGIHE trainings, do you perceive an improvement in the way you use collaborative and active teaching methods now, as compared to before you received the trainings?</p> <p>1=Yes, the way I use collaborative and active teaching methods now has greatly improved as compared to before I received the trainings.</p> <p>2=Yes, the way I use collaborative and active teaching methods now has slightly improved as compared to before I received the trainings.</p> <p>3=No, the way I use collaborative and active teaching methods now has remained the same as compared to before I received the trainings.</p>                                                                                                     |  |
| <b>C7.</b>  | <p>As a consequence of the LGIHE trainings, how often do you assess and evaluate your learners now, as compared to before you received the trainings?</p> <p>1=The frequency at which I assess and evaluate learners now is slightly less than before I received the training</p> <p>2=The frequency at which I assess and evaluate learners now is same as before I received the training</p> <p>3=The frequency at which I assess and evaluate learners now is higher than before I received the training</p>                                                                                                                                                                                                                                      |  |
| <b>C8.</b>  | <p>As a consequence of the LGIHE trainings, do you perceive an improvement in the way you use the assessment results of your pupils now, as compared to before you received the trainings?</p> <p>1=Yes, the way I use the assessment results of my pupils now has greatly improved as compared to before I received the trainings.</p> <p>2=Yes, the way I use the assessment results of my pupils now has slightly improved as compared to before I received the trainings.</p> <p>3=No, the way I use the assessment results of my pupils now has remained the same as compared to before I received the trainings.</p>                                                                                                                           |  |
| <b>C9.</b>  | <p>As a consequence of the LGIHE trainings, how often do you use collaborative and active teaching methods for accelerated literacy now, as compared to before you received the trainings?</p> <p>1=The frequency at which I use these methods now is slightly less than before I received the training</p> <p>2=The frequency at which I use these methods now is same as before I received the training</p> <p>3=The frequency at which I use these methods now is higher than before I received the training</p>                                                                                                                                                                                                                                  |  |
| <b>C10.</b> | <p>As a consequence of the LGIHE trainings, do you perceive an improvement in the way you use collaborative and active teaching methods for accelerated literacy now, as compared to before you received the trainings?</p> <p>1=Yes, the way I use collaborative and active teaching methods for accelerated literacy now has greatly improved as compared to before I received the trainings.</p> <p>2=Yes, the way I use collaborative and active teaching methods for accelerated literacy now has slightly improved as compared to before I received the trainings.</p> <p>3=No, the way I use collaborative and active teaching methods for accelerated literacy now has remained the same as compared to before I received the trainings.</p> |  |
| <b>C11.</b> | <p>As a consequence of the LGIHE trainings, how often do you help learners develop their soft and high order thinking skills now, as compared to before you received the trainings?</p> <p>1=The frequency at which I help learners develop their soft and high order thinking skills now is slightly less than before I received the training</p> <p>2=The frequency at which I help learners develop their soft and high order thinking skills now is same as before I received the training</p> <p>3=The frequency at which I help learners develop their soft and high order thinking skills now is higher than before I received the training</p>                                                                                               |  |

**C12.** What soft and high order thinking skills in particular are you helping learners to develop?

(i) \_\_\_\_\_ (ii) \_\_\_\_\_ (iii) \_\_\_\_\_

(iv) \_\_\_\_\_ (v) \_\_\_\_\_ (vi) \_\_\_\_\_

**C13.** What is the most important experience/impact that the LGIHE trainings have had in your life (yourself, with your colleagues, in your family, in your school or classes, etc.)?

**a)** Yourself:

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**b)** With your colleagues:

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**c)** In your family and community:

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d) In your school or classes:

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**C14.** Any other comments to improve LGIHE interventions?

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**THANK YOU SO MUCH FOR YOUR PARTICIPATION!**