TEACHER SURVEY

Start Time of the Visit	HH: MM 24-hour clock: 2pm=14:00	/____/____ /: /____ /____ /

1. School Identification			
100	Province	1. East 2. North 3. West	/_____/
101	District	1. Bugesera 6. Gicumbi 2. Kayonza 7. Musanze 3. Ngoma 8. Nyabihu 4. Gatsibo 9. Ngororero 5. Rulindo 10. Karongi	/_____/
102	Sector		/_____/
103	Cell		/_____/
104	Village		/_____/
105	District Location	1. Rural 2. Urban	/_____/
106	Name of the school		/_____/
107	Code of the School		/____ /_____/____ /____ /
108	Is this school public or private?	1. Public 2. Private 3. Part- public, part-private	/_____ /
109	Teacher name	First name Family name	/_____/ /_____/
110	Would you mind sharing your phone number with us so that we may follow up with you if need more information?	0. No 1. Yes *(If YES, record all numbers for MTN, Tigo, Airtel and others, if applicable).*	/_____/ MTN /_____/ Tigo /_____/ Airtel /_____/ Other
111	Group	1. Group 1 Treatment 2. Group 2 Control	/_____/
112	Number of the questionnaire		/____ /____/___ /___ /____ /____ /
113	Code of the enumerator		/_____/
114	Code of the survey supervisor		/_____/
115	Code of data entry clerk		/_____/
116	Date of the Interview	DD/MM/YYYY	/_____/_____/_____/
117	Do you teach Entrepreneurship for S4?	0. No → (end of survey? Wrong teacher) 1. Yes	/_____/

118	Which stream(s) and options of S4 do you teach	*Stream: A, B, C …….* *Options: HEC, MPC…*	Stream Option /_____/ /_____/ /_____/ /_____/ /_____/ /_____/ /_____/ /_____/
119	Do you teach Entrepreneurship for S5?	0. No 1. Yes	/_____/
120	Do you teach entrepreneurship for S6?	0. No 1. Yes	/_____/
121	Do you teach other subjects in the school?	0. No →Skip to Section 2 1. Yes	/_____/
122	Which other subjects do you teach and at which levels? *(List all that apply)*	1. Physics 2. Chemistry 3. Maths 4. Biology 5. Physics 6. Geography 7. Economics 8. History 9. English 10. French 11. Kinyarwanda 12. Kiswahili 13. Computer Science 14. Literature -66. Other, specify	S4 S5 S6 /------/ /--------/ /---------/ /------/ /--------/ /---------/ /------/ /--------/ /---------/ /------/ /--------/ /---------/ /------/ /--------/ /---------/

Sections 2-6 should be completed via an interview with the teacher.

2. Teacher Experience and Training			
200	What is your gender?	1. Male 2. Female	/_____/
201	What is your age? *-88 if refused to answer*	Years	/_____/
202	What is your position at this school?	1. Head Teacher 2. Deputy Head Teacher 3. Teacher *If answered 1 or 2, skip to question 204* *If answered 3, specify type of teacher in the next question*	/_____/
203	What kind of teacher are you? *Receiving training on pedagogy means a teacher did not study education but took a 6-month education training (such as Post graduate diploma in education)*	1. Qualified teacher (you studied Education) 2. Unqualified teacher (you did NOT study Education) but trained on pedagogy 3. Unqualified teacher (you did NOT study Education) but not trained on pedagogy 4. Internee	/_____/
204	Is this position a full time or part time?	1. Full time 2. Part time	/_____/

205	What is your contract status	1. One-year contract 2. Multi-year or indefinite contract -66. Other, specify -99. Don't know	/_____/
206	Which year did you begin formal teaching?	(XXXX)	/____ /_____/____ /____ /
207	Which year did you begin teaching at this school?	(XXXX)	/____ /_____/____ /____ /
208	Up to now, how many different public schools have you taught at?	If 0 → Skip to question 209	/_____/
209	What is the total number of years you have taught in public schools?		/_____/ years
210	Up to now, how many different private schools have you taught at?	If 0 →Skip to question 211	/_____/ years
211	What is the total number of years you have taught in private schools?		/_____/ years
212	How many students are there in your S4 entrepreneurship class?	Both males and females	a. Males /_____/_____/ b. Females /_____/_____/
213	How many students do you teach across all your classes? *Enter -99 if don't know and cannot make a reasonable estimate*		a. Males /_____/_____/ b. Females /_____/_____/
214	Do you teach more than one class at the same time/period/together in the same classroom?	0. No 1. Yes	/_____/
215	What were the reasons for your appointment to this school?	1. Transfer with promotion 2. First Posting 3. Routine transfer 4. Personal Request for transfer 5. Political Inference/pressure 6. Punishment/discipline posting 7. Personally, I applied here	/_____/
216	What is the highest level of education you have completed?	*Mark one* 1. Completed Secondary Education 2. Received A1 Diploma 3. Received bachelors (A0 equivalent) 4. Masters/ Other postgraduate	/_____/
217	What education training did you receive to qualify as a teacher? *If answer = 1 or 2 → Continue to question 217. Otherwise, Skip to question 218*	*Mark one* 1. Completed 2-year training program including Teaching Practice 2. Completed 4-year program in University including Teaching Practice 3. Currently in a Teacher Training College 4. None → Skip to question 221 -66. Other, specify	/_____/

218	When did you complete the education training before you were employed as a teacher?	MM/YYYY	/_____/ _____/
219	When was the last time you attended an in-service teacher-training program?	MM/YYYY *Mark -77 if Never* *-99 don't know*	/_____/ _____/
220	Have you attended any trainings on competence based curriculum (the new curriculum beginning in 2016) specifically?	0. No 1. Yes. If yes, How many trainings?	/_____/ /_____/ trainings
221	Have you attended any trainings on entrepreneurship specifically?	0. No 1. Yes. If yes, How many?	/_____/ /_____/ entrepreneurship trainings
222	Have you observed another teacher conduct a lesson in the last term?	0. No 1. Yes. If yes, How many?	/_____/ /_____/ number of teacher observations
223	Has another teacher observed you teach a lesson in the last term?	0. No 1. Yes If yes, How many?	/_____/
224	Do you have a written entrepreneurship lesson plan? *If yes, ask to see it.*	0. No 1. Yes and did not show it 2. Yes, showed it	/_____/
225	Do you have written lesson notes for today's lesson? If you are not giving a lesson today, do you have written lesson notes for your most recent entrepreneurship lesson?" *If yes, ask to see them.*	0. No 1. Yes, and did not show it 2. Yes, showed it	/_____/
226	Does your school have a staff code of conduct? *If yes, ask for a <u>brief</u> description.*	0. No 1. Yes, did not describe it 2. Yes, described it	/_____/
227	When was the last staff meeting you were expected to attend?	DD/MM/YYYY If cannot remember day, write -99 in day field.	/ _____ / _____ / _____ /
228	Did you attend that meeting?	0. No 1. Yes	/____/
229	What was the main topic of the most recent staff meeting?	1. School Finance 2. Students attendance 3. Students performance 4. Students discipline 5. Teacher attendance / punctuality 6. General administrative issues -66. Other, specify	/_____/
230	How many lessons per week do the S4 students study entrepreneurship?	*Ask students if teacher is absent*	/_____/_____/

231	How would you describe what the students learned as a result of today's or previous entrepreneurship lesson?	*Write a detailed response of the teacher's answer. If possible, write down the answer exactly word-for-word:*

3. Pedagogy			
300	What are the three (3) teaching methods or pedagogies you are **most** comfortable using?	1. Lecture or note taking 2. Question & Answer 3. Quiz or Exam 4. Small Group Work 5. Games (e.g. energizers, competitions, cards, etc) 6. Class Discussion 7. Activities outside of the classroom 8. Reading from a text 9. Practice exercises 10. Research (use of library or computer) 11. Experiment 12. Student Portfolio	/ _____/ / _____/ / _____/
301	What are the three (3) teaching methods or pedagogies you are **least** comfortable using?	1. Lecture or note taking 2. Question & Answer 3. Quiz or Exam 4. Small Group Work 5. Games (e.g. energizers, competitions, cards, etc) 6. Class Discussion 7. Activities outside of the classroom 8. Reading from a text 9. Practice exercises 10. Research (use of library or computer) 11. Experiment 12. Student Portfolio	/ _____/ / _____/ / _____/
302	Which of these teaching methods did you use in the **last** entrepreneurship lesson you taught? (Choose all that apply)	1. Lecture or note taking 2. Question & Answer 3. Quiz or Exam 4. Small Group Work 5. Games (e.g. energizers, competitions, cards, etc) 6. Class Discussion 7. Activities outside of the classroom 8. Reading from a text 9. Practice exercises 10. Research (use of library or computer) 11. Experiment 12. Student Portfolio	/ _____/ / _____/ / _____/ / _____/
303	Do you currently coach any clubs at your school?	0. No → Skip to question 307 1. Yes Which one(s) _____ _____ _____	/_____/

304	Do you have a student business or entrepreneurship club at your school?	0. No→ Skip to question 307 1. Yes -99. Unsure → Skip to question 307	/_____/
305	Does this business club sell products?	0. No → Skip to question 307 1. Yes -99. Unsure → Skip to question 307	/_____/
306	Does this business club earn money or profits?	0. No 1. Yes -99. Unsure	/_____/
307	Which five (5) teaching methods do you think are most effective at preparing students to pass exams?	1. Lecture or note taking 2. Question & Answer 3. Quiz or Exam 4. Small Group Work 5. Games 6. Class Discussion 7. Activities outside of the classroom 8. Reading from a text 9. Practice exercises 10. Research (use of library or computer) 11. Experiment 12. Student Portfolio	/_____/ /_____/ /_____/ /_____/ /_____/
308	Which five (5) teaching methods do you think are **least** effective at preparing students to pass exams?	1. Lecture or note taking 2. Question & Answer 3. Quiz or Exam 4. Small Group Work 5. Games 6. Class Discussion 7. Activities outside of the classroom 8. Reading from a text 9. Practice exercises 10. Research (use of library or computer) 11. Experiment 12. Student Portfolio	/_____/ /_____/ /_____/ /_____/ /_____/
309	In your opinion, what is your main goal as a teacher? *(Enumerator, allow teacher to respond freely and codes response.)*	1. Develop student knowledge 2. Develop student skills and attitudes 3. Develop student knowledge, skills and attitudes -66. Other, specify _____	/_____/
310	A competence-based approach to teaching develops students' skills and attitudes in addition to their knowledge. In your opinion, do you use a competence-based approach?	0. No → Skip to question 313 1. Yes -99. Unsure → Skip to question 313	/_____/
311	How often do you use a competence-based approach?	1. Every lesson 2. Once or twice every week 3. Once or twice every month 4. Once or twice every term 5. Once or twice every year 6. Only once or twice ever	/_____/
312	What prepared you to use a competence-based approach?	1. A REB training 2. A training not by REB 3. My Headmaster trained me 4. A Teacher at my school trained me 5. A teacher from another school trained me 6. I researched and read to learn it on my own 7. I developed my own approach -66. Other, specify_____	/_____/

313	If you have not adopted a competence-based approach, what is the main reason?	1. Never been trained on it 2. Never heard of it 3. Don't agree with it 4. Have not had time to start using it 5. Do not have the materials to use it -66. Other, specify_____	/_____/
314	Is there something in the competence-based 2016 entrepreneurship subject called Skills Lab?	1. No → Skip to question 316 2. Yes -99. Don't know → Skip to question 316	/_____/
315	What is the definition of Skills Lab?	1. A time after classes for students to do activities 2. A special lesson during the regular entrepreneurship lesson time for students to complete practical learning activities 3. A laboratory session for science students 4. A time for students to start student business clubs and administer their business activities	/_____/
316	Which three (3) teaching methods do you believe are **most** effective for teaching entrepreneurship subject?	1. Lecture or note taking 2. Question & Answer 3. Quiz or Exam 4. Small Group Work 5. Games 6. Class Discussion 7. Activities outside of the classroom 8. Reading from a text 9. Practice exercises 10. Research (use of library or computer) 11. Experiment 12. Student Portfolio	/_____/ /_____/ /_____/
317	Which 3 teaching methods do you believe are **least** effective for teaching entrepreneurship subject?	1. Lecture or note taking 2. Question & Answer 3. Quiz or Exam 4. Small Group Work 5. Games 6. Class Discussion 7. Activities outside of the classroom 8. Reading from a text 9. Practice exercises 10. Research (use of library or computer) 11. Experiment 12. Student Portfolio	/_____/ /_____/ /_____/
318	How do you assess students on their skills and attitudes instead of just their knowledge? Choose all that apply.	1. Assess if students can write the most important notes on the topic 2. Assess how much students memorize for exams 3. Assess if students can recall facts taught to them a long time ago 4. Assess if students can remember both facts and figures 5. Assess if students can answer questions that make them use higher order thinking skills (i.e. apply, analyze)	/_____/ /_____/ /_____/ /_____/

319	How can your lesson quality improve? (*Choose the two (2) that you think are most important)*	1. With better materials 2. With more training 3. With more support from my head teacher 4. With more time spent on lesson planning 5. With more feedback and experience sharing with other teachers -66. Other, specify: _____	/_____/ /_____/
320	What is your biggest challenges in trying to teach good lessons? Choose the two (2) most important reasons.	1. Low student capacity 2. Not enough materials 3. Low quality or confusing materials 4. Personal lack of knowledge on subject content 5. Personal lack of knowledge on teaching methods or pedagogy 6. Low teacher's salary/motivation 7. Teacher absences 8. English language -66. Other, specify: _____	/_____/ /_____/
321	What materials do you have for the new Competence-based curriculum? Choose all that apply.	1. Syllabus 2. Teacher's Guide 3. Learner's Guide / Textbook 4. Notes based on the syllabus 5. Lesson plans based on the syllabus 6. Nothing -66. Other, specify: _____	/_____/ /_____/ /_____/ /_____/

4. Entrepreneurship Curriculum			
400	How should students apply **marketing skills** in their school business club? *(Select all that apply).*	1. Develop Product Brand 2. Advertise 3. Keeping Accounts 4. Business registration 5. Verbal promotion to potential customers	/_____/ /_____/ /_____/ /_____/ /_____/
401	What should be included in a student's **business plan**? *(Select all that apply).*	1. Business name 2. Receipts from sales 3. Marketing Plan 4. Profit & Loss Statement 5. Audit	/_____/ /_____/ /_____/ /_____/
402	Let's imagine your students' business club started selling paper bags at 800 FRW per bag and it costs 600 FRW for the materials to make the bags. Imagine your club sell 5 paper bags per day. How much profit would your business earn in **one month (30 days)**?		/_____/ FRW
403	In the above example, how would you be able to increase this monthly profit? *Select all answers that apply.*	1. Sell more paper bags daily 2. Increase the price of the paper bags 3. Employ someone make the paper bags for you 4. Use cheaper materials to make the bags	/_____/ /_____/ /_____/ /_____/

404	Which of the following is **NOT** considered an indicator of business growth? *Choose one.*	1. Increase in sales 2. Increase in profits 3. Increase in liquidity assets 4. Increase in liabilities 5. Increase in market share	/_____/
405	How do you know a business is **not** profitable? *Choose one.*	1. The cost of making a product is more than the selling price 2. The cost of making a product is less than the selling price 3. Less than 50 people buy the product 4. More than 50 people buy the product	/_____/

5. Job Duties

Explain to the teachers that the purpose of the following questions is to gather information for a research study, not to assess the performance of an individual teacher for their personnel records. Reassure them that answers will be anonymized and not individually reported to any official.

500	Did you have to be away from school in the last month? 0. No 1. Yes /_____/ If Yes, please list the number of days you were not at school and the reason? *(Do not include weekends or holidays)*	1. School Closed 2. REB Training 3. Training (not by REB) 4. Events & Functions 5. Official School Business 6. Personal Reasons -66. Other, specify: _____	/_____/ number of days Reasons: /_____/ /_____/ /_____/ /_____/
501	How many hours of school day did you spend outside of school yesterday (for any reason)? Do NOT count the regular break time.	Write number of hours. *If absent yesterday, mark -77.* *Leave blank if teacher **present** whole time/day.*	/_____/_____/ hours
502	On average, how much time did you spend in the last working day in each of the following activities?	1. Teaching Activity 2. Preparing for class 3. Correcting homework 4. Maintaining order and discipline 5. Administrative/paperwork 6. Breaks during school 7. Mid-day meals/tea break 8.Preparation/distribution 9. Extra/Evening classes -66. Other, specify: _____	/_____/ Minutes /_____/ Minutes /_____/ Minutes /_____/ Minutes /_____/ Minutes /_____/ Minutes /_____/ Minutes /_____/ Minutes /_____/ Minutes
503	On average, how many days in a month do you have to substitute for other teachers?		/_____/ days per month

504	Of the days you were away from school since the beginning of the year, how many days were you away due to the following reasons?	1. Duties related to administrative work 2. Preparation and supply of statistics or other information to the Education Department 3. Attending official meetings or trainings 4. Being on duties related to education (e.g. enrolment drive, child census, midday meal, text books distribution, admission related work) 5. Being on official duties not related to education (e.g. election work, committee meetings, community service) 6.Sick leave 7. Personal reasons 8. Maternity leave	/_____/ /_____/ /_____/ /_____/ /_____/ /_____/ /_____/ /_____/ /_____/
505	During last school year, how many times did you perform non-teaching related duties? (Voter registration, disaster management, committee meetings, community service, etc.)	*-99 if do not remember*	/_____/ times
506	How regularly does the average parent come to ask you about their children?	1. Never →Skip to Section 6 2. Yearly 3. A few times a year 4. Monthly 5. Weekly -99. Don't know	/_____/
507	When did the last parent come?	*MM/DD/YYYY*	/_____/ /_____/_____/
508	What was the topic of discussion?	1. Discipline 2. Performance/ test 3. Routine information 4. Absenteeism/ sickness -66. Other (specify)_____	/_____/

6. Teacher Income and Job Satisfaction

600	Aside from teaching, are you engaged in any other occupations to earn extra income?	0. No → Skip to question 603 1. Yes	/_____/
601	How many hours per week do you spend on these other occupations on average? Record average number of hours		/_____/ hours per week
602	What is your total monthly income from these occupations? *Record -88 if respondent refused to answer*	1. Less than 50,000 FRW 2. 50,000-100,000 FRW 3. 100,001-150,000 FRW 4. Greater than 150,000 FRW	/_____/
603	Do you conduct after-class tutoring to some students of this school for pay?	0. No 1. Yes	/_____/
604	Are you aware of any local/district/national level methods of recognizing good teachers with any kind of recognition or award?	0. No → Skip to question 606 1. Yes	/_____/

605	If yes, has anyone in the school ever won such recognition or award for his/her contribution towards education? This could be a formal government award or an informal local organization.	0. No 1. Yes	/_____/
606	How satisfied or dissatisfied are you with your teaching job from the following points of view? <u>Scale:</u> 1=Very dissatisfied 2=Dissatisfied 3=Satisfied 4=Very satisfied	1. Salary/Income 2. Workload 3.Current posting 4. Job security 5. Appreciation from parents/students 6. Social status in the community 7. Work environment 8.Support/guidance from govt./management for becoming a better teacher 9. Overall job satisfaction	/_____/ /_____/ /_____/ /_____/ /_____/ /_____/ /_____/ /_____/ /_____/

124	End Time of the Interview	HH: MM 24-hour clock: 2pm=14:00	/_____/_____ /: /_____ /_____ /

Thank You!