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Section 1

Instruction: Please tick (✓) one box for each question.

How much do you agree with these statements?	Strongly disagree	Disagree	Agree	Strongly agree
1.1 My principal/manager praises me for my efforts.				
1.2 I am worried about losing my job.				
1.3 I My family members don't value my teaching job.				
1.4 My current job does not provide enough opportunities to improve my teaching skills.				
1.5 My family members value my job as a teacher.				
1.6 Guardians ensure that their children are regular to school and doing their studies properly.				
1.7 I have opportunities to show my creativity in the classroom.				
1.8 My students do not perform up to my expectations.				
1.9 I am satisfied with the quality of teaching learning material (charts, models, etc.) available in the school.				
1.10 I am not given any extra responsibilities in the school.				
1.11 My students perform up to my expectations.				
1.12 My colleagues refuse to help when I ask for teaching related (professional) support.				
1.13 Guardians don't pay attention to their children's education.				
1.14 My colleagues support me when I ask for teaching related (professional) help.				
1.15 I am constantly learning and improving my skills as a teacher.				
1.16 I do not receive any praise from my principal/manager for my work as a teacher.				
1.17 I do not worry about losing my current job.				
1.18 I do not have enough teaching learning material (charts, models, etc.).				
1.19 I am praised and given extra responsibilities in my school.				
1.20 I do not have freedom to adopt new methods in my classroom.				

Section 2:

Instructions: These questions are all situations related to teachers similar to you. Please choose one option for each of the questions below and fill the chosen answer (a, b, or c) in the box given against the question. Remember that you can choose any of the options, and none of these options are right or

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wrong. Whatever option a teacher selects as per the situation would be deemed as correct.

2.1 If Rekha is given a lot of responsibilities in the school then how will she feel?

- a. It will not matter at all.
- b. She will be happy, but she will not work harder.
- c. She will be very happy, and will work harder.

2.2 Suppose a science teacher is given charts and models to aid her teaching. How will she feel?

- a. This is important but will not make her happy.
- b. She will be happy, but this will not impact her performance.
- c. She will be very happy, and will work harder.

2.3 If a teacher has few opportunities to learn, how will she feel?

- a. It will not matter much to her.
- b. She will be disappointed, but her teaching will not be affected.
- c. She will be disappointed, and her teaching will be negatively affected.

2.4 Suppose Govind's students performed well on a difficult test. How will he feel?

- a. It will not matter much to him.
- b. He will be happy, but will not work harder.
- c. He will be very happy, and will work harder.

2.5 A teacher receives praise from his principal/manager frequently. How will this make her feel?

- a. This is important but will not make her happy.
- b. She will be happy, but this might not impact her performance.
- c. She will be very happy and will work harder.

2.6 A temporary teacher has been offered a permanent teacher position in her school. How will she feel?

- a. This promotion is important but will not make her happy.
- b. She will be happy, but this will not impact her performance.
- c. She will be happy, and will work harder.

2.7 Mamta's family members value her position as a teacher. How will Mamta feel?

- a. This is important but will not make her happy.
- b. She will be happy, but this will not affect her efforts.
- c. She will be very happy, and will work harder.

2.8 If a teacher is given the freedom to do innovative activities with her students, how will she feel?

- a. It will not affect her.
- b. She will be happy, but she will not work harder.
- c. She will be very happy, and will work harder.

2.9 Radha is a teacher and she is not satisfied with her skills' growth in the current school but is otherwise happy. What will she do?

- a. She will not switch to another school.
- b. She will consider switching to another school.
- c. She will switch to another school.

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2.10 Anjali takes leave in order to attend a marriage, and her colleagues agree to teacher her students while she is gone. How will Anjali feel?

- a. It will not matter much to her.
- b. She will be happy, but will not work harder.
- c. She will be happy and will work harder.

2.11 Suppose that Suresh's colleagues refuse to support him when he asks for teaching related help. How will he feel?

- a. It will not matter much to him.
- b. He will be disappointed, but his teaching will not be affected.
- c. He will be disappointed and his teaching will be negatively affected.

2.12 Ram is working as a temporary teacher and is unsure whether he will keep his job next year. How will Ram feel about this?

- a. It will not affect him much.
- b. He will be anxious, but his teaching will be not affected.
- c. He will be anxious, and his teaching will be negatively affected.

2.13 Shyama attempts to discuss her students' performance with their guardians, but the guardians are not interested. How will she feel?

- a. It will not matter much to her.
- b. She will be disappointed, but her teaching will be not affected.
- c. She will be disappointed, and her teaching will be negatively affected.

2.14 If a teacher is criticized by her principal/manager for her innovative methods, how will she feel?

- a. It will not matter much to her.
- b. She will be disappointed, but her teaching will be not affected.
- c. She will be disappointed, and her teaching will be negatively affected.

2.15 If a teacher's students do not perform well, how will she feel?

- a. It will not matter much to her.
- b. She will be disappointed, but her teaching will be not affected.
- c. She will be disappointed, and her teaching will be negatively affected.

2.16 A teacher tries to ensure guardians know how their children are doing in school, and the guardians are responsive and appreciative. How will the teacher feel?

- a. It will not affect her much as guardians are just fulfilling their duty.
- b. She will be happy but this will not impact her performance.
- c. She will be very happy and will work harder.

2.17 A teacher's family is not supportive of her job, and she often has to do household chores even after a tiring workday. How will she feel about this?

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- a. It will not affect her much.
- b. She will feel disappointed, but it will not affect her teaching.
- c. She will feel disappointed, and it will negatively affect her teaching.

2.18 Even after multiple requests, a teacher does not get teaching material for her class. How will she feel?

- a. It will not affect her much.
- b. She will be disappointed, but her teaching will be not affected.
- c. She will be disappointed, and her teaching will be negatively affected

2.19 Suppose Seeta is not given extra responsibilities in her school. How will Seeta feel?

- a. It will not affect Seeta.
- b. She will be disappointed, but her teaching will be not affected.
- c. She will be disappointed, and her teaching will be negatively affected.

2.20 Saurabh's principal/manager never praises him. How will Saurabh feel?

- a. It won't matter much.
- b. He will be disappointed, but his teaching will be not affected.
- c. He will be disappointed, and his teaching will be negatively affected.

Section 3:

Instruction: Please tick one (✓) box for each question.

How much do you agree with these statements?	Strongly disagree	Disagree	Agree	Strongly agree
3.1 A teacher could learn new methods, but she will not be able to change her current teaching skill level.				
3.2 Most students have a certain amount of intelligence, and not much can be done to change their learning outcomes.				
3.3 Making all students learn is completely in the control of a teacher.				
3.4 I am unable to help each and every student in the class learn despite my best efforts.				
3.5 No matter what one can significantly change their current skill as a teacher.				
3.6 No matter how much talent a student has, there can always be significant changes in it.				

Instruction: Please choose one option for each of the questions below and fill the chosen answer (a, b, c, or d) in the box given against the question.

3.7 Pramod notices that students in his class are less regular to the school and their results have not improved in the past year. How would Pramod feel?

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- a. It will not affect him much.
- b. He will be disappointed, but his teaching effort will remain the same.
- c. He will be disappointed, and he will reduce his teaching effort.
- d. He will be disappointed and he will try to increase his teaching effort.

3.8 How much belief do you have as a teacher that the students who initially face difficulties can eventually learn?

- a. Not at all
- b. Little bit
- c. To a large extent
- d. Very much

3.9 Sushila joins as a primary school teacher. In 6 months she notices that the students who initially lagged behind have covered up and also participate more in class. How would Sushila feel?

- a. It will not matter at all.
- b. She will be happy, but she will not work harder.
- c. She will be happy and will work harder.
- d. She will feel happy and that now that students have caught up, she can work a little less hard.

3.10 Naresh is a teacher who is unable to increase students' attendance in the school despite best of his efforts. He is being pressurized from the administration for this and his promotion has been stalled overlooking his efforts. How will Naresh feel?

- a. Very demotivated
- b. Slightly demotivated
- c. Slightly motivated
- d. Very motivated

3.11 If my principal gives me other work instead of teaching (and position, pay, travel-time, etc. will remain the same), I will be:

- a. very happy
- b. happy
- c. disappointed
- d. very disappointed

3.12 Taking into account your interest in helping children learn as well as the support and responsibilities you get from the school system, the community, your family, and the students themselves, how motivated have you been most of the time in the past week in your work as a teacher?

- a. 100%: I am as motivated in my job as a teacher as possible, all or almost all of the time
- b. 99%-80%: I feel motivated most of the time but if some things changed, I could be more motivated
- c. 79%-60%: I feel motivated about half of the time but there is room for improvement
- d. 59%-40%: I feel motivated about half of the time but there is room for significant improvement
- e. 39%-20%: I feel motivated about half of the time but there is room for a lot of improvement
- f. 19%-0%: I hardly feel motivated

3.13 Do you feel as motivated as a teacher could be?

- a. Yes
- b. No

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3.14 a.) Please fill in the blanks and calculate the number of days you could attend the school by the formula given below.

1. Total number of days: 14
2. Number of public holidays in the last 14 days: _____
3. Number of days school was closed due to any other reasons: _____
4. Number of days you had to stay outside the school due to administrative works: _____

How many days could you have attended school over the past 14 days: $(14 - (2+3+4)) = 14 - (\text{_____} + \text{_____} + \text{_____}) = \text{_____}$ days

b.) Of those days you could attend out of above 14 days, how many days have you attended the school?

_____ days

If absent, why were you unable to attend? (Optional)
