



Teacher Development Programme (TDP) In-service Baseline Survey
Oxford Policy Management (OPM)
Teacher Interview
October 2014

	QUESTION	RESPONSE RANGE
INTRODUCTION AND CONSENT		
TC1	Record whether you have read out the consent sheet to the teacher to conduct the interview, making sure to the best of your ability that the person understood the text	<ol style="list-style-type: none"> 1. Yes 2. No → <i>Message “Read the consent sheet to the teacher before continuing with the interview</i>
TC2	Confirm that the teacher has not been coerced into giving consent to conduct the interview, and the consent has been given freely and voluntarily. The teacher agrees to be interviewed.	<ol style="list-style-type: none"> 1. Yes 2. No → skip to end of interview <i>Message “The interview with the teacher ends here. You cannot proceed further.”</i>
MODULE A: BACKGROUND		
<p>I will start by asking you about your <u>professional qualifications</u> and other background information.</p> <p>Zan fara ne da tambayoyi akan kwarewar ka/ki da sauran bayanai akan ka/ki.</p>		
T.1.	First Name What is your <u>first</u> name? Menene sunanka/ki?	<i>Free text</i>
T.2.	Last/Father’s Name What is your <u>last</u> name or <u>father’s</u> name? Menene sunan babanka/ki (ko maigidanki)?	<i>Free text</i>
T.3.	Sex <i>Select the sex of the respondent</i>	<ol style="list-style-type: none"> 1. Male 2. Female



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T.4.	<p>Verify Contact Details</p> <p><i>The teacher's details are as follows:</i></p> <p><i>Name: [name]</i></p> <p><i>Gender: [gender]</i></p> <p><i>Contact number: [contact_number].</i></p> <p><i>Ask the teacher to confirm his or her contact number.</i></p>	<ol style="list-style-type: none"> Contact number is correct → Skip to T.6 Contact number is incorrect or unavailable Teacher has an additional contact number 										
T.5.	<p>Contact number</p> <p><i>Record contact number of the teacher excluding the initial 0. The phone number should be 10 digits long beginning with 7, 8 or 9.</i></p> <p>What is your contact number?</p> <p>Menene lambar wayarka/ki?</p>	<table border="1" style="width: 100%; text-align: center;"> <tr> <td style="width: 20px;"> </td><td style="width: 20px;"> </td> </tr> </table> <p>Range: 7010000000 to 9099999999</p>										
T.6.	<p>Employment ID card</p> <p><i>Ask the head-teacher to see his/her employment ID card. Record if employment ID card is not available.</i></p>	<ol style="list-style-type: none"> ID card is available ID card is unavailable 										
T.7.	<p>Employment ID number</p> <p><i>Note the employment ID number from the card.</i></p>	<table border="1" style="width: 100%; text-align: center;"> <tr> <td style="width: 20px;"> </td><td style="width: 20px;"> </td> </tr> </table>										
T.8.	<p>Type of role</p> <p><i>Interviewer: Probe if the respondent is currently posted in this school as a teacher. Select only one response.</i></p> <p>Are you <u>officially posted/employed</u> as a teacher in this school?</p> <p>Kai/ke cikakken malami/malama ne a wannan makarantar, daga wani makaranta ne, ko kuma wane irin malami ne kai/ke?</p>	<ol style="list-style-type: none"> Teacher officially posted/employed in this school Supply teacher / deputed from another school Volunteer teacher Not officially employed as a teacher but employed by the school in some other role (e.g. clerk) 96. Others (specify) 										
T.9.	<p>Age</p> <p><i>Enter the respondent's age in completed years. Probe if required. Ask for his month and year of birth if age not known. Enter 98 if the response is don't know.</i></p> <p>What is your age?</p> <p>Shekarunka/ki nawa ne?</p>	<table border="1" style="width: 100%; text-align: center;"> <tr> <td style="width: 20px;"> </td><td style="width: 20px;"> </td> </tr> </table> <p>Range: 14 to 80 or 98</p>										



	QUESTION	RESPONSE RANGE				
T.10.	<p>Started in this school</p> <p><i>Record the year when the respondent first officially became the teacher of this school. Enter 9998 if the response is 'don't know'.</i></p> <p>In which <u>year</u> did you <u>officially</u> start teaching at <u>this school</u>?</p> <p><i>A wane shekara ne ka/kika fara koyarwa a makarantar nan?</i></p>	<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 20px; height: 20px;"></td> </tr> </table> <p style="text-align: center;">YYYY</p> <p>Range: 1951 to 2014 or 9998</p> <p>Validation: \$ > 2028 – T.9</p>				
T.11.	<p>Started in any school</p> <p><i>Record the year at which the respondent first officially became the teacher of any school i.e. the year the respondent first started her career as a teacher. Probe if necessary. Enter 9998 if the response is 'don't know'.</i></p> <p>In which <u>year</u> did you first <u>officially</u> start teaching (<u>at any school</u> including this school)?</p> <p><i>A wane shekara ka/kika fara koyarwa gabaki daya?</i></p>	<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 20px; height: 20px;"></td> </tr> </table> <p style="text-align: center;">YYYY</p> <p>Range: 1951 to 2014 or 9998</p> <p>Validation: (\$ > 2028 – T.9 and \$ <= T.10) or \$ = 9998 or T.10 = 9998</p>				
T.12.	<p>Qualifications</p> <p><i>Prompt and probe if necessary. It's a multiple response question - select all that apply. Prompt specifically for NCE qualification.</i></p> <p>Which <u>academic qualifications</u> do you have (including any teaching qualification)?</p> <p>Menene matsayin karatun da ka/kika yi (hade da karatun koyarwa)?</p>	<p>MULTIPLE RESPONSE</p> <ol style="list-style-type: none"> 1. Senior Islamic School (SIS)/Junior Islamic School (JIS) 2. Senior Secondary Certificate Examination (SSCE)/ West African School Certificate (WASC)/O-level 3. Grade II or equivalent 4. Ordinary National Diploma (OND) / Diploma 5. National Certificate in Education (NCE) 6. Post-Graduate Diploma in Education (PGDE) 7. B.Ed. or equivalent degree in education 8. BA / BSc / Higher National Diploma (HND) / LLB (not in education) 9. MEd or equivalent degree in education 10. MA / MSc (not in education) 11. None 96. Others (specify) _____ 98. Don't know / refused 				



	QUESTION	RESPONSE RANGE
T.13.	<p>Gross salary this school year</p> <p><i>Enter the value in Naira. Probe their answer, asking about their gross salary per month - the amount of money they receive, before any payroll taxes, deductions etc. Enter 98 if respondent doesn't know and 99 if the respondent refuses to answer.</i></p> <p>What is your <u>current gross monthly salary</u> as a teacher?</p> <p><i>Nawa ne albashin ka/ki a yanzu a matsayin malami/malama?</i></p>	<div style="border: 1px solid black; width: 100px; height: 20px; margin-bottom: 5px;"></div> <p>Range: 10000 to 250000 or 98 or 99</p>
T.14.	<p>Receipt of salary</p> <p><i>Prompt and probe if necessary.</i></p> <p>For the <u>last academic year</u> from September 2013 to July 2014, did you get your salary on time?</p> <p><u>A zangon makaranta ta karshe – wato Satumba ta 2013 zuwa Yuli ta 2014 – an biya ka/ki albashi akan lokaci?</u></p>	<ol style="list-style-type: none"> 1. Always on time 2. Usually/Mostly on time 3. Usually/Mostly delayed 4. Always delayed 98. Don't know / refused to answer
T.15.	<p>Absence from school last 5 days</p> <p><i>Enter in days. Write 0 if they were not absent at all. Enter 98 if the respondent does not know and enter 99 if the respondent refuses to answer.</i></p> <p>How many days were you absent from school in the <u>last 5 days when the school was open</u>?</p> <p><i>Akwanaki nawa a cikin kwana biyar da suka wuce da makaranata ke bude baka/baki je makaranta ba?</i></p>	<div style="border: 1px solid black; width: 60px; height: 20px; margin-bottom: 5px;"></div> <p>Range: 0 to 5 or 98 or 99</p> <p>Skip to T.17 if 0, 98 or 99</p>
T.16.	<p>Reasons for absence</p> <p><i>Do not prompt. It's a multiple response question - select all that apply.</i></p> <p>What were the main reasons for your absence in the <u>last 5 days when the school was open</u>?</p> <p>Menene dalilin da baka/baki je makaranta ba cikin kwana biyar da suka wu ce da aka bude makaranta?</p>	<p>MULTIPLE RESPONSE</p> <ol style="list-style-type: none"> 1. Elections/campaigning 2. Transport 3. Teacher strikes 4. Other mass strikes 5. Own or family illness 6. Late or non-payment of salary 7. Training 8. Meeting or event at LGA / SUBEB 9. Social or religious obligations (funerals, weddings, festivals) 10. Epidemic/disease outbreak 11. Weather-related reasons (rain, flooding, landslides) 96. Others (specify)



	QUESTION	RESPONSE RANGE
T.17.	<p>Absence from school last term</p> <p>Were you absent from school for <u>at least 1 day</u> during the days when school was open <u>last term</u> (from April to July 2014)?</p> <p><i>Ko akwai rana guda a cikin <u>zangon karatu ta karshe</u> – wato <u>daga Afirilu zuwa Yuli ta 2014</u> – ne baka/baki je makaranta ba?</i></p>	<p>1. Yes</p> <p>2. No → Skip to T.19</p> <p>98. Don't know → Skip to T.19</p> <p>99. Refused to answer → Skip to T.19</p>
T.18.	<p>Reasons for absence</p> <p><i>Do not prompt. It's a multiple response question – select all that apply.</i></p> <p>What were the main reasons for your absence in the <u>third term – from April to July 2014</u>?</p> <p>Menene dalilin da baka/baki je makaranta a wannan lokacin ba – wato a <u>zangon karatu ta karshe, daga Afirilu zuwa Yuli ta 2014</u>?</p>	<p>MULTIPLE RESPONSE</p> <ol style="list-style-type: none"> 1. Elections/campaigning 2. Transport 3. Teacher strikes 4. Other mass strikes 5. Own or family illness 6. Late or non-payment of salary 7. Training 8. Meeting or event at LGA / SUBEB 9. Social or religious obligations (funerals, weddings, festivals) 10. Epidemic/disease outbreak 11. Weather-related reasons (rain, flooding, landslides) 96. Others (specify)



MODULE B: TRAINING

I will now ask you about the trainings related to teaching that you have received in the past 2 years (September 2012 to July 2014).

Yanzu zan yi maka/miki tambaya akan horarwa da ka/kika samu a cikin shekaru 2 da suka wuce (wato Satumba ta 2012 zuwa Yuli ta 2014).

<p>T.19. Trainings attended in last two years</p> <p><i>Training includes any workshop or seminar related to teaching as well. Probe and confirm the number, date and agenda of the training first.</i></p> <p>In the <u>past two years</u> (September 2012 to July 2014), have you attended any training <u>related to teaching</u> while being employed as a teacher or a head teacher, either in the school or anywhere else (including other schools or educational settings)?</p> <p>A cikin <u>shekarubiyuda suka wuce</u> (wato Satumba ta 2012 zuwa Yuli ta 2014), an yi maka wata horo a matsayin ka/ki na malami/malama, a makaranta ko a wani wuri daban?</p>	<p>1. Yes -> A message pop-up which says “<i>One by one record details of each of the training related to teaching attended in the last 2 years by the respondent. Start with the most recent one.</i>”</p> <p>2. No → Skip to T.21</p> <p>98. Don't know → Skip to T.21</p>
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<p>T.20.</p>	<p>Start month and year of training</p> <p>A. When did the training begin – give the month and year?</p> <p><i>A wane wata da shekara aka yi horon?</i></p> <p><i>Probe whether the training was split over several sessions or workshops. If so, first record the month and then the year. If month unknown, enter 98.</i></p>	<p>Main training agenda</p> <p>B. What was the training <u>mainly</u> about?</p> <p>Horon akan menene musamman?</p> <p><i>Do not prompt but probe if necessary. It's a multiple response question - select all that apply.</i></p> <p>MULTIPLE RESPONSE</p> <ol style="list-style-type: none"> 1. Teaching methods 2. Literacy / numeracy 3. Curriculum subject 4. Extra-curricular 96. Others (specify) 97. Don't know/refused to answer 	<p>Training organised by</p> <p>C. Who (<u>which organisation</u>) organised the training?</p> <p>Wa (ko wace kungiya ce) ta shirya wannan horon?</p> <p><i>Do not prompt but probe if necessary. It's a multiple response question - select all that apply.</i></p> <p>MULTIPLE RESPONSE</p> <ol style="list-style-type: none"> 1. Local government education authority (LGEA) 2. ESSPIN 3. Girls Education Programme (GEP) / UNICEF 4. School Support Officers (SSO), Social Mobilisation Officers (SMO), State School Improvement Team 5. State Universal Basic Education Board (SUBEB) 6. Universal Basic Education Council (UBEC) 7. National Teachers' Institute (NTI) 8. Donor organisation (World Bank, DFID, JICA) 	<p>Training delivered by</p> <p>D. Who (<u>which persons</u>) actually delivered the training?</p> <p>Wa (ko su wanene) suka yi bita a horon?</p> <p><i>Do not prompt but probe if necessary whether the person was from the organisation or from somewhere else.</i></p> <ol style="list-style-type: none"> 1. State School Improvement Team (SSIT) / School Support Officers (SSOs) / Social Mobilisation Officers (SMOs) / School Improvement Officers (SIOs) 2. Local Government Education Authority (LGEA) 3. Other SUBEB staff 4. University or college staff 5. The Head teacher 96. Others (specify) 97. Don't know / refused 	<p>Length of training</p> <p>E. How many <u>days</u> did the training last for?</p> <p>Akwanaki nawa ne aka yi horon?</p> <p><i>If the training was split over several sessions, probe the respondent to find out how long it lasted altogether. Enter 98 if don't know.</i></p> <p>Range: 1 to 30 or 98</p>
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				9. Non-government organisation 10. Community organisation 11. The head-teacher himself 96. Others (specify) 97. Don't know / refused																			
	1.	<table border="1"><tr><td></td><td></td><td>:</td><td></td><td></td><td></td><td></td></tr><tr><td colspan="2">MM</td><td></td><td colspan="4">YYYY</td></tr></table>			:					MM			YYYY								<table border="1"><tr><td></td><td></td></tr></table>		
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MODULE C: MEETINGS AND SUPERVISION

I am now going to ask you about the meetings that you have attended as well as supervision from the head teacher.

<p>T.21.</p>	<p>Meeting with head teacher last term</p> <p><i>Probe if necessary. The question refers to any formal meetings with all of the teachers present, or with a group of them. This does not include casual or formal one-to-one meetings or lunches together with a group of teachers.</i></p> <p>Did you attend a <u>formal meeting</u> led by the <u>head teacher</u> to discuss <u>teaching and student learning last term</u> (third term) – April to July 2014?</p> <p><i>Ka/kin halarci taron da shugaban makaranta ya shirya cikin zangon karatu na karshe – Afirilu zuwa Yuli ta 2014 – domin tattaunawa akan koyarwa?</i></p>	<p>1. Yes 2. No → Skip to T.23</p>
<p>T.22.</p>	<p>Number of meetings with the head teacher</p> <p><i>Enter 98 if the response is don't know and 99 if refused to answer. If required, probe for the number of times the meeting is held in a week. Record the number. For more than 16 meetings, enter 95. Enter 98 if don't know.</i></p> <p>How many such meetings did you attend <u>last term (third term)</u> – April to July 2014?</p> <p><i>Irin wadannan taro guda nawa ne ka/kika halarta a zangon karatu na karshe – Afirilu zuwa Yuli ta 2014?</i></p>	<p><input type="text"/> <input type="text"/></p> <p>Range: 1 to 16 or 95 or 98 or 99</p>
<p>T.23.</p>	<p>Lesson observation by head teacher</p> <p><i>If the head teacher briefly passed by the lesson this does not count.</i></p> <p>Did the head teacher sit in any of your lessons and observe the lesson throughout <u>last term (third term)</u> – April to July 2014?</p> <p><i>Shugaban makaranta ya/ta zauna a cikin ajinka/ki domin duba koyarwar daga farko zuwa karshe a cikin zangon karatu na karshe – Afirilu zuwa Yuli ta 2014?</i></p>	<p>1. Yes 2. No → Skip to T.25 3. Don't know / refused → Skip to T.25</p>
<p>T.24.</p>	<p>Number of lessons observed last term</p> <p>How many of your lessons did the head teacher observe in the <u>last term (third term)</u> -- April to July 2014?</p> <p><i>Koyarwar ka/ki guda nawa ne shugaban makaranta ya duba a cikin zangon karatu na karshe – Afirilu zuwa Yuli ta 2014.</i></p>	<p>1. One 2. Two or more</p>



MODULE D: CURRENT TEACHING PRACTICES

I will now ask you some questions about the classes and subjects you teach.

T.25.	<p>Classes taught</p> <p><i>Probe whether the teacher teaches in each class. It's a multiple response question - select all that apply.</i></p> <p>Which classes do you teach in the current school year?</p> <p>Wani aji kake/kike koyarwa a makarantar a yanzu?</p>	<p>MULTIPLE RESPONSE</p> <ol style="list-style-type: none"> 1. Class 1 2. Class 2 3. Class 3 4. Class 4 5. Class 5 6. Class 6
T.26.	<p>Subjects taught</p> <p><i>It's a multiple response question - select all that apply. Probe if necessary.</i></p> <p>What subjects do you teach in the current school year?</p> <p>Wani fanni kake/kike koyarwa wannan shekara?</p>	<p>MULTIPLE RESPONSE</p> <ol style="list-style-type: none"> 1. English 2. Mathematics 3. Social studies 4. Primary science; basic science and technology (including Computer studies/ICT; Health science) 5. Islamic studies 6. Christian religious studies 7. Home economics 8. Agriculture 9. Civic education 10. Hausa 11. Arabic 12. Cultural and creative arts 96. Other (Specify)

MODULE E: TEACHER MOTIVATION

I will now ask you how you feel about some aspects of teaching. I am going to read you some statements, and I want you to point at one of the circles in front of you to guide me on how strongly do you agree or disagree, with each one. You can also refuse to answer if you feel uncomfortable answering a question.

Yanzu zamu yi magana akan ra'ayin ka/ki game da wasu bangarorin koyarwa. Zan karanta wasu bayanai sai ka/ki gaya mun ko ka/kin yarda sosai, ka/kin yarda ne kawai, baka/baki yarda ba, ko kuma baka/baki yarda kwata-kwata da kowanne a cikinsu.

Read each statement in turn. If the teacher hesitates or provides a response that is not on the scale, remind them of the instructions: Do you strongly agree, agree, disagree, or strongly disagree, with each one.

Ka/kin yarda sosai, ka/kin yarda ne kawai, baka/baki yarda ba, ko kuma baka/baki yarda kwata-kwata da wannan.

Do not discuss or explain the statement to the teacher. Ask the respondent to determine the answer without any help, The respondent can refuse to answer if he/she feels uncomfortable answering a question.

T.27.		Strongly Disagree = 1	Disagree = 2	Agree = 3	Strongly Agree = 4	Refused to Answer = 5
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A.	I enjoy teaching very much Ina jin dadin koyarwa sosai					
B.	As a teacher, I perform an important role in society A matsayina na malami/malama, ina da muhimmin aiki a al'umma.					
C.	There is no point trying to teach pupils whose parents cannot read or write Koyar da daliban da iyayensu basu iya karatu da rubutu ba, bai da amfani.					
D.	It is difficult to teach in this school because the building is in poor condition Koyarwa a makarantar nan na da matsala saboda ginin ya lallace.					
E.	It is difficult to manage pupils in my classrooms Aiki da daliban aji na nada wahala.					
F.	If I could choose another job today, I would still choose teaching Da ina iya zabin wata aiki yau, zan sake zaban aikin koyarwa.					
G.	In the past two years, my job has become more satisfying Na kara jin dadin aiki na a cikin shekaru biyu da suka wuce.					
H.	I teach too many classes Ina koyar da azuzuwa dayawa					
I.	Teachers at my school have the knowledge and skills to do their jobs well Malaman makarantan suna da ilimi da fasahan iya aiki.					
J.	Teachers at this school are highly committed to their job Malaman makarantan na da alkawari wajen yin aikin su.					
K.	I have teachers that I consider my friends at my school Akwai malamai da zan iya kira abokai na a makarantar mu					
L.	Teachers at my school work well together Malaman makarantan nan na da hadin kai					



M.	Teaching my class yesterday was boring Ban ji dadin koyarwa da nayi jiya ba					
N.	It is worth working harder to make sure the pupils do well Yana da amfani a yi kokari domin dalibai susamu cin nasara					
O.	Most of the pupils in this school are not intelligent enough to do well Yawancin daliban dake makarantar basu da ilimin da zasu ci nasara					
P.	Teaching is very tiring Koyarwa na da ban gajiya					
Q.	Teaching well is important to me Bada ingantacciyar koyarwa na da muhimmanci a gare ni					
R.	Teachers at this school trust each other Malaman makarantar sun yarda da junansu					
S.	Pupils work hard in this school and want to succeed Daliban makarantar na da kokari kuma suna son su ci nasara					
T.	I try my best to teach my pupils but their parents do not help Ina iyakan kokari na wurin koyarda dalibai amma iyayensu basu taimakawa					
U.	Teachers at this school feel responsible to help each other out Malaman makarantan nan suna daukan nauyin taimakawa junansu					
V.	There are too many pupils in my classroom Daliban aji na sun yi yawa					
W.	I don't always have the materials I need to do my job Ba kodayaushe ne nake samun kayan yin aiki na ba					
X.	I have all the support I need to teach my pupils well Ina samun duka goyon bayan da nake bukata domin na koyar da dalibai na					



Y.	There is no point in spending a lot of time preparing for a class Babu amfani a bata lokaci ana shirye-shiryen koyar da aji					
<p>MODULE F: USE OF MOBILE</p> <p>Thank you. This is the last part of the interview. I will ask you about your use of mobile phones.</p> <p>Mun gode sosai. Wannan shine karshen tattaunawarmu. Zan yi tambaya ne akan amfani da wayar hannu.</p>						
T.28.	<p>Ownership of a mobile phone</p> <p>Do you own a working mobile phone? Kana/kina da wayar hannu me aiki?</p>	<p>1. Yes 2. No → Go to T.31</p>				
T.29.	<p>Feature phone</p> <p>Do you have a phone that can play both video and audio? Wayar ka/ki na iya nuna bidiyo, waka da sauransu? <i>Ask to see the phone and probe if the respondent doesn't understand.</i></p>	<p>1. Yes, audio 2. Yes, both audio and video 3. No 98. Don't know</p>				
T.30.	<p>Use of mobile phones</p> <p><i>Prompt if required. It's a multiple response question - select all that apply.</i></p> <p>What do you use your mobile phone for? Me da me kake/kike yi da wayar?</p>	<p>MULTIPLE RESPONSE</p> <p>1. Voice calls 2. Send/receive SMS (text) / MMS 3. Listen to radio 4. Listen to music (non-radio) 5. Play games 6. Take photos/look at photos 7. Browse internet 8. Read news/stories 9. Calculator 10. Date and/or time 11. Social Media (e.g. Facebook) 12. Watch video 13. Research/learning 14. Others (specify) _____</p>				



T.31.	<p>Can I take your picture?</p> <p>We may at a later stage wish to ask you more questions or ask you to participate in further research activities. To make it easier for us to identify you I would like to ask if I can take your picture.</p> <p>This photo will not be shared with anyone outside the research team and is for the purpose of this study only.</p> <p>Can I take your picture?</p> <p>Ka/kin yadda in dauka hoton ka/ki?</p> <p><i>The teacher agrees to have his/her picture taken. I confirm that the individual has not been coerced into giving consent, and the consent has been given freely and voluntarily.</i></p>	<ol style="list-style-type: none">1. Yes2. No → Go to T.33
T.32.	Teacher's photograph taken	1. Okay
T.33.	<p>Thank you</p> <p>Thank you very much for your time.</p> <p>Muna maka/miki godiya da ka/kika bamu lokaci mu tattauna da kai/ke.</p>	<ol style="list-style-type: none">1. End interview2. Stay on this questionnaire