

**UGANDA PRIVATE SCHOOL STUDY
IMPACT EVALUATION
BASELINE SURVEY 2016**

HEAD TEACHER QUESTIONNAIRE

SECTION 1A: IDENTIFICATION PARTICULARS											
1. REGION:											
2. DISTRICT:											
3. NAME OF SCHOOL:											
4. SCHOOL CODE (EMIS NO.):											
5. <u>LOCATION/SCHOOL ADDRESS:</u>											
5.1: SUB-COUNTY:											
5.2: PARISH:											
5.3: VILLAGE/LC 1:											
6. NAME OF HEAD TEACHER											
7. SCHOOL/HEADTEACHER PHONE No.											
8. ALTERNATIVE PHONE No.											
9. ALTERNATIVE PHONE No. 2											

STRICTLY CONFIDENTIAL

Section 1B: Survey status – For Interviewers/Supervisors

1.	Name of Interviewer Signature																																						
2	Visit(s) outcome [Completed on each visit]	<table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th style="width:65%;"></th> <th colspan="4" style="text-align:center;">Visit Number</th> </tr> <tr> <th></th> <th style="text-align:center;">1</th> <th style="text-align:center;">2</th> <th style="text-align:center;">3</th> <th style="text-align:center;">4</th> </tr> </thead> <tbody> <tr> <td>Questionnaire completed</td> <td style="text-align:center;">1</td> <td style="text-align:center;">1</td> <td style="text-align:center;">1</td> <td style="text-align:center;">1</td> </tr> <tr> <td>Questionnaire partly filled out</td> <td style="text-align:center;">2</td> <td style="text-align:center;">2</td> <td style="text-align:center;">2</td> <td style="text-align:center;">2</td> </tr> <tr> <td>Respondent absent</td> <td style="text-align:center;">3</td> <td style="text-align:center;">3</td> <td style="text-align:center;">3</td> <td style="text-align:center;">3</td> </tr> <tr> <td>Respondent refused to participate</td> <td style="text-align:center;">4</td> <td style="text-align:center;">4</td> <td style="text-align:center;">4</td> <td style="text-align:center;">4</td> </tr> <tr> <td>Other (specify) _____</td> <td style="text-align:center;">5</td> <td style="text-align:center;">5</td> <td style="text-align:center;">5</td> <td style="text-align:center;">5</td> </tr> </tbody> </table>				Visit Number					1	2	3	4	Questionnaire completed	1	1	1	1	Questionnaire partly filled out	2	2	2	2	Respondent absent	3	3	3	3	Respondent refused to participate	4	4	4	4	Other (specify) _____	5	5	5	5
	Visit Number																																						
	1	2	3	4																																			
Questionnaire completed	1	1	1	1																																			
Questionnaire partly filled out	2	2	2	2																																			
Respondent absent	3	3	3	3																																			
Respondent refused to participate	4	4	4	4																																			
Other (specify) _____	5	5	5	5																																			
3	Date of final visit [dd/mm/yyyy]	<table border="1" style="width:100%; height: 20px; border-collapse: collapse;"> <tr> <td style="width:12.5%;"></td> </tr> </table>																																					
4	Name of Supervisor Signature.....																																						
5	Date of Inspection [dd/mm/yyyy]	<table border="1" style="width:100%; height: 20px; border-collapse: collapse;"> <tr> <td style="width:12.5%;"></td> </tr> </table>																																					
6	REMARKS BY INTERVIEWER																																						
7	REMARKS BY SUPERVISOR																																						
8	START TIME																																						

Please write the correct responses in the boxes provided below

Section 2: Characteristics of head teacher

What is your name?	What is your job title at this school? (Read the list and select the most appropriate answer) 1=Head teacher O level 2= Head teacher A level 3 = Head teacher both O and A level 4= Deputy Head teacher 5= Acting Head Teacher 96= Other (specify) _____	Gender 1=Male 2=Female	What is your age in completed years?	How long have you been in this position in this school?		How long did you work as a teacher in this school before taking this position? <i>If you have not been a teacher in this school, enter 00 for both.</i>		How long did you work as a teacher in total before taking this position?	
				Years	Months	Years	Months	Years	Months
1	2	3	4	5a	5b	6a	6b	7a	7b

Are you currently teaching regular classes? 1=Yes 2=No	What is the highest level of schooling that you have completed? 1=Primary School 2=Secondary School 3=Bachelor's degree or equivalent 4=Master's degree or higher 96=Other tertiary	What is the highest type of teacher training have you completed? 1=None 2=Grade 2 3=Grade 3 4=Grade 4 5=Grade 5 6=Diploma in Prim Ed (DPE) 7=Diploma in Sec Ed (DSE) 8=University Graduate 96=Other (specify)	When did you last receive such training? Record the number of years in 11a and months in 11b. For example for 1.5 years, write 01 year and 06 months		Has this school applied for participation in the PPP program before 2010? 1=Yes 2=No 3=Don't Know	How often do you meet with teachers individually to talk about their performance? 1=More than once a month 2=Once a month 3=Once every 3 months 4=Once every six months 5=Once a year 6=Never	How often do you meet with parents of students? 1=More than once a month 2=Once a month 3=Once every 3 months 4=Once every six months 5=Once a year 6=Never	What action did you take the last time a teacher was absent for an extended period without official clearance? 1=No action 2=Warned teacher 3=Written Query 4=Report to district education officer 96=Other, specify
			Years	Months				
8	9	10	11a	11b	12	13	14	15

On average, what percentage of your time do you spend per week on the following activities?					How much monthly income do you pay a teacher with little or no experience?	Do you know which teachers are performing better? 1=Yes 2=No	Do you reward teachers who perform better? 1=Yes 2=No
Teaching	Supervising / Supporting Teachers	Work outside the school (DEO, MoES)	Administrative Tasks	Other (specify)			
16a	16b	16c	16d	16e	17	18	19

Section 3A: Characteristics of School

What levels are taught in this school? 1=Primary and O-levels 2= Primary, O-levels and A-levels 3=O-level only 4=O-level and A-level only	How many full-time teachers currently work in this school? Full-time = More than 30 hours/ week	How many of these full-time teachers are female?	How many part-time or volunteer teachers currently work in this school? Part-time = Less than 30 hours/week	How many of these part-time or volunteer teachers are female?	Do you allow teachers that work at other schools to suggest their own timetable? 1= Yes 2= No	For teachers who work at schools other than this school, do you provide remunerations at a different scale than for those teachers who work only at this school? 1= Yes 2= No (>>10)	If yes to 7, how much do you pay a teacher who teaches the minimum number of periods per week, but does not work at any other school? Ug Shillings	If yes to 7, how much do you pay a teacher who teaches the minimum number of periods per week, and also works at other school?
1	2	3	4	5	6	7	8	9

How many teachers are in the school right now? [at time of visit]	Are records of teacher attendance kept? [Be prepared to show records] 1=Yes 2=No	How many teachers were absent for more than one day last week?	What is the minimum number of periods a regular teacher has to teach in your school to be eligible for full pay? [Write 00 if none]	What is the maximum number of periods a teacher teaches per week in your school?	How many teachers teach more than 24 periods per week?	How many classrooms does the school have in total?	How many streams does the school have in total?						Are any classes held in the open due to lack of classrooms? 1=Yes 2=No (>> 20)	How many classes are held in the open per week?
							S1	S2	S3	S4	S5	S6		
10	11	12	13	14	15	16	17a	17b	17c	17d	17e	17f	18	19

How many working toilets does the school have in total?	How many separate working toilets does the school have for girls?	How many separate working toilets does the school have for teachers?	Does the school have an electricity connection? 1=Yes 2=No (>>25)	How often did the school have electricity in the past 4 weeks? 1=Often, everyday or once a day 2=Sometimes, once per week to once per month 3=Rarely, less than once per month 4=Never	Does the school have a generator? 1=Yes 2=No	Does the school have solar power? 1=Yes 2=No	Does this school have a library? 1=Yes 2=No	What is the main source of drinking water in the school? 1= Private connection to pipeline (Tap) 2= Public taps 3= Bore-hole 4= Protected well/spring 5= Unprotected well/spring 6= River, stream, lake, pond 7= Vendor/Tanker truck 8= Gravity flow scheme 9= Rain water 96= Other (specify)	How far is this school from the nearest tarmac road? 1=Within school boundaries 2=Less than 100 metres 3=Less than a km 4= Between 1 and 5 km 5= Between 5 and 15 km 6= Between 15 and 25 km 7= Between 25 and 100 km 8= More than 100 km 98= Don't Know
20	21	22	23	24	25	26	27	28	29

Is there a Parent-Teacher Association (PTA) for this school? 1=Yes 2=No (>>33)	How often does the PTA meet? 1=More than once a month 2=Once a month 3=Once every 3 months 4=Once every six months 5=Once a year	What was the date of the last PTA meeting? dd/mm/yyyy	How often are staff meetings held between Head Teachers and Teachers of the school? 1=More than once a month 2=Once a month 3=Once every 3 months 4=Once every six months 5=Once a year	What was the date of the last staff meeting? dd/mm/yyyy	How often is the school visited by an official from the district education office? 1=More than once a month 2=Once a month 3=Once every 3 months 4=Once every six months 5=Once a year	When was the last time you were visited by an official from the district education office? 1=Weeks ago 2=Months ago 3=Years ago 4=Never visited		Does this school offer any co-curricular activities? 1=Yes 2=No 3=DK	What types of co-curricular activities are offered in the school? <i>Circle all that apply</i> A= Sports B= Music Dance Drama C=Debate D=Indoor Games E= HIV/AIDS F= Other (Specify)					
						Code	Period							
30	31	32	33	34	35	36a	36b	37	38					
									A	B	C	D	E	F

	How many total students were enrolled in the school at the beginning of this academic year?		How many students are repeating the class this academic year?		How many total students were enrolled in the school last academic year?		How many students dropped out of the school last academic year?	
	Male	Female	Male	Female	Male	Female	Male	Female
	39a	39b	40a	40b	41a	41b	42a	42b
S1								
S2								
S3								
S4								
S5								
S6								

How many of your students in last year's O level class passed in:				How many of your students in last year's A level class passed with:		
Division I (%)	Division II (%)	Division III (%)	Division IV (%)	3 Principal Passes	2 Principal Passes	1 Principal Pass
42a	42b	42c	42d	43a	43b	43c

Is the school registered? 1=Yes 2=No (>>46)	What year was it registered?	At this time, does this school have a line of credit or loan from a financial institution? 1=Yes 2=No (>>50)	How much was the loan for? Ug Shillings	What is the interest rate?	Is the school able to repay the loan? 1=Yes 2=No	Going back to the past, in academic year [insert last complete academic year], did this school apply for new loans or new lines of credit? 1=Yes 2=No
44	45	46	47	48	49	50

Section 3B: Characteristics of School

Please provide basic information on teachers in your school

Teacher code	First name and Last Initial of teacher <i>For example James H</i>	Gender 1=Male 2=Female	Is this a full-time teacher? 1=Yes 2=No, part time teacher 3= No, volunteer teacher	Where is the teacher now? 1=In the classroom teaching 2=In the classroom, but not teaching 3=Out of class, on a scheduled break 4=Out of class, but in school 5=Doing administrative work 6=Absent 7=Accompanying surveyor	What subjects does this teacher teach? 1=Mathematics 2=English Language 3=Physics 4=Biology 5=Chemistry 6=Geography 7=History 8=Physical Education 9= Other Elective or optional subject
1	2	3	4	5	6
01		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
02		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
03		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
04		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
05		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
06		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
07		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
08		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
09		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
10		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
11		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
12		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>

Teacher code	First name and Last Initial of teacher <i>For example James H</i>	Gender 1=Male 2=Female	Is this a regular teacher? 1=Yes 2=No, volunteer teacher 3= No, contract teacher	Where is the teacher now? 1=In the classroom teaching 2=In the classroom, but not teaching (use definitions of teaching and not teaching from section I b) 3=Out of class, on a scheduled break 4=Out of class, but in school 5=Doing administrative work 6=Absent 7=Accompanying surveyor	What subjects does this teacher teach? 1=Mathematics 2=English Language 3=Physics 4=Biology 5=Chemistry 6=Geography 7=History 8=Physical Education 9= Other Elective or optional subject
1	2	3	4	5	6
13		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
14		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
15		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
16		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
17		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
18		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
19		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
20		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
21		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
22		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
23		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
24		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
25		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>

Teacher code	First name and Last Initial of teacher <i>For example James H</i>	Gender 1=Male 2=Female	Is this a regular teacher? 1=Yes 2=No, volunteer teacher 3= No, contract teacher	Where is the teacher now? 1=In the classroom teaching 2=In the classroom, but not teaching (use definitions of teaching and not teaching from section I b) 3=Out of class, on a scheduled break 4=Out of class, but in school 5=Doing administrative work 6=Absent 7=Accompanying surveyor	What subjects does this teacher teach? 1=Mathematics 2=English Language 3=Physics 4=Biology 5=Chemistry 6=Geography 7=History 8=Physical Education 9= Other Elective or optional subject
1	2	3	4	5	6
26		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
27		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
28		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
29		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
30		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
31		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
32		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
33		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
34		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
35		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
36		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
37		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
38		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>
39		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> , <input type="checkbox"/>

Please provide basic information on subjects taught in your school

Subject Code <i>Write the elective or optional subjects taught in the school</i>	Is this subject taught in this school to any grades? 1=Yes 2=No	If yes, how many periods (on average) per week are offered for S1 and S2 <i>Write in the number of periods in the first 2 boxes and the number of individual teachers in the third box</i>		If yes, how many periods per week are offered for S3 and S4 <i>Write in the number of periods in the first 2 boxes and the number of individual teachers in the third box</i>		If yes, how many periods per week are offered for S5 and S6 <i>Write in the number of periods in the first 2 boxes and the number of individual teachers in the third box</i>	
7	8	9a	9b	10a	10b	11a	11b
01 Mathematics	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>
02 English Language	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>
03 Physics	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>
04 Biology	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>
05 Chemistry	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>
06 Geography	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>
07 History	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>
08 Physical Education	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>
09 _____	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>
10 _____	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>
11 _____	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>
12 _____	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>
13 _____	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>
14 _____	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>
15 _____	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>
16 _____	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>
17 _____	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>
18 _____	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>

Please fill out the information below:

Classes	Section/Divisions	Shifts	Start Time	End Time	What is the total number of students enrolled in S ___?		What is the total number of GIRL students in S ___?		
Class	How many streams are there in this class? Please fill "0" if the grade/standard does not exist	Do all the students in this class attend the same shift? 1=Yes, this school does not have Double Shift 2=Yes, this school has Double shift, but this class attends the same shift 3=No, this school has Double shift, and this class attends separate shifts	At what time does ___ start classes for the day? Circle AM or PM	At what time does ___ end classes for the day? Circle AM or PM	Enter the number in the first three boxes, and in the 4 th box, enter "E" if the number was provided as an estimate, and "A" if the number was an actual number from a school register.		Enter the number in the first three boxes, and in the 4 th box, enter "E" if the number was provided as an estimate, and "A" if the number was an actual number from a school register. If this number is not easily available, ask for the approximate percentage of girls and fill that in the last 2 boxes, and leave the first 4 boxes blank.		
12	13	14	15	16	17a	17b	18a	18b	18c
1. S1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> : <input type="checkbox"/> <input type="checkbox"/> AM / PM	<input type="checkbox"/> <input type="checkbox"/> : <input type="checkbox"/> <input type="checkbox"/> AM / PM	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> %
2. S2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> : <input type="checkbox"/> <input type="checkbox"/> AM / PM	<input type="checkbox"/> <input type="checkbox"/> : <input type="checkbox"/> <input type="checkbox"/> AM / PM	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> %
3. S3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> : <input type="checkbox"/> <input type="checkbox"/> AM / PM	<input type="checkbox"/> <input type="checkbox"/> : <input type="checkbox"/> <input type="checkbox"/> AM / PM	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> %
4. S4	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> : <input type="checkbox"/> <input type="checkbox"/> AM / PM	<input type="checkbox"/> <input type="checkbox"/> : <input type="checkbox"/> <input type="checkbox"/> AM / PM	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> %
5. S5	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> : <input type="checkbox"/> <input type="checkbox"/> AM / PM	<input type="checkbox"/> <input type="checkbox"/> : <input type="checkbox"/> <input type="checkbox"/> AM / PM	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> %
6. S6	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> : <input type="checkbox"/> <input type="checkbox"/> AM / PM	<input type="checkbox"/> <input type="checkbox"/> : <input type="checkbox"/> <input type="checkbox"/> AM / PM	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> %

Section 3C: Teacher Hiring

Please provide basic information on the three most-recently hired teachers in your school

Teachers	Age	Gender	Date	Subjects Taught	Experience	Subject Specialization/ Training level
Most-recently hired teachers	What is the age of the teacher in years?	1=Male 2=Female	When was this teacher hired? Please list month and year e.g 01/16	What subjects does this teacher teach? 1=Mathematics 2=English Language 3=Physics 4=Biology 5=Chemistry 6=Geography 7=History 8=Physical Education 9= Other Elective or optional subject Please list them in order, main subjects first	How many years of experience does this teacher have in teaching?	What level of training has the teacher received? 1= None 2= Diploma in Prim. Ed (DPE) 3= Diploma in Sec. Ed (DSE) 4= University Graduate 5=Other, specify
1	2	3	4	5	6	7
1. Teacher 1	<input type="text"/> <input type="text"/>	<input type="checkbox"/>	<input type="text"/> , <input type="text"/> , / <input type="text"/> , <input type="text"/> MM YY	<input type="text"/> , <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="checkbox"/>
2. Teacher 2	<input type="text"/> <input type="text"/>	<input type="checkbox"/>	<input type="text"/> , <input type="text"/> , / <input type="text"/> , <input type="text"/> MM YY	<input type="text"/> , <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="checkbox"/>
3. Teacher 3	<input type="text"/> <input type="text"/>	<input type="checkbox"/>	<input type="text"/> , <input type="text"/> , / <input type="text"/> , <input type="text"/> MM YY	<input type="text"/> , <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="checkbox"/>

Teachers	Candidate Search		Search duration	Remuneration	Satisfaction Level
Most-recently hired teachers	<p>How was this candidate identified?</p> <p>1=Job advertisement 2= Referral from Head-teacher 3= Referral from teacher 4= Referral from owner 5=Other</p>	<p>State specific source</p> <p><i>E.g. Job advertisement in</i></p> <p>_____</p>	<p>How long did it take to identify this candidate?</p> <p>Write in the number of months in the first 2 boxes and the number of days in the second 2 boxes</p>	<p>What monthly remuneration does this teacher receive?</p> <p><i>In US\$</i></p>	<p>On a scale of 1-4, how satisfied are you with this hiring?</p> <p>1= <i>Highly Dissatisfied</i> 2= <i>Dissatisfied</i> 3= <i>Satisfied</i> 4= <i>Highly Satisfied</i></p>
8	9	10	11	12	13
1. Teacher 1	<input type="checkbox"/>		<input type="text"/> <input type="text"/> / <input type="text"/> <input type="text"/> MM / DD	<input type="text"/> , <input type="text"/>	<input type="checkbox"/>
2. Teacher 2	<input type="checkbox"/>		<input type="text"/> <input type="text"/> / <input type="text"/> <input type="text"/> MM / DD	<input type="text"/> , <input type="text"/>	<input type="checkbox"/>
3. Teacher 3	<input type="checkbox"/>		<input type="text"/> <input type="text"/> / <input type="text"/> <input type="text"/> MM / DD	<input type="text"/> , <input type="text"/>	<input type="checkbox"/>

Section 3D: Neighboring Public and Private schools

Please list any nearby public or government schools within a 10 mile radius of your school																	Please list the school or head-teacher phone number, if known										
1	1a																1b										
School 1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>																
School 2	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>																
School 3	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>																
School 4	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>																
School 5	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>																
School 6	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>																
School 7	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>																
School 8	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>																
School 9	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>																
School 10	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>																

Please list any nearby private schools within a 10 mile radius of your school																	Please list the school or head-teacher phone number, if known									
1	1a																1b									
School 1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>																
School 2	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>																
School 3	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>																
School 4	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>																
School 5	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>																
School 6	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>																
School 7	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>																
School 8	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>																
School 9	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>																
School 10	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>																

Section 4: Income, expenditure and logistical support

<p>In what year was this school established?</p> <p>If Don't Know, record 98</p>	<p>Who provided funding at its founding?</p> <p>Write down in order of 3 most important founder by funding share.</p> <p>1=Central Government/Min. of Education and Sports 2=Local Government 3= Local community/parents 4=NGO/Religious group 5=Private individuals 96=Other (Describe)</p> <p>_____</p> <p>–</p> <p>9=Don't know</p>			<p>What percentage of funding did each of the 3 parties named provide at start-up?</p> <p>Please write the value of each contribution in Ug Shillings</p> <p>[Note: 3a, 3b and 3c should correspond to 2a, 2b and 2c respectively]</p>			<p>What percentage of the school is owned by [.....]?</p> <p>[Note: 5a+5b+5c+5d+5e =100%]</p>					<p>What percent of this school does the largest owner or owners own? (%)</p>	<p>Does this school collect any school fees from the parents?</p> <p>1=Yes 2=No >>15</p>
1	2a	2b	2c	3a	3b	3c	5a	5b	5c	5d	5e	6	7

In [last complete academic year], has this school reduced its fees in response to fee reductions by its domestic competitors? 1=Yes 2=No 98= Don't Know	How much is the school fees per student per term for a student (UG Shillings)?						Does this school collect any other charges from the parents? 1=Yes 2=No >>18	Which of the following charges does this school collect from parents? Circle all that apply A=PTA B=Exam fees C=Activity fees (sports, drama, study trips D=Other (specify)			
	S1	S2	S3	S4	S5	S6					
8	9	10	11	12	13	14	15	16			
								1	2	3	4

How much money in total did the school collect in non-fees charges from parents in the last academic year? (Ug Shs)	Did this school receive any grants from the government in the last academic year? 1=Yes 2=No In part (a) enter the code and in part (b) record the amount (Ug shs)				Did this school receive any money from the non-government and non-household sources in the last academic year? 1=Yes 2=No>>22	How much money in total did the school receive from the non-government and non-household sources in the last academic year? (Ug shs)	Did the school receive the following materials from non-government and non-household sources in the last academic year? 1=Yes 2=No					Do you keep records of school expenditure? (Be prepared to show records) 1=Yes, 2=No
	Capitation grant		Other grant (specify reason)				Text books	Other teaching/ learning materials	Teacher training	Building supplies	Food for students	
17	18a	18b	19a	19b	20	21	22a	22b	22c	22d	22e	23

Section 5A: School Governance

Is there a Board of Governors (BoG) or Board of Directors (BoD) for this school?	Are you a member of the BoG/BoD of this school?	How often did the BoG /BoD meet in the last six months?	What was the date of the last BoG/BoD meeting? dd/mm/yyyy	How many members were absent at the last BoG/BoD meeting?	How many member(s) does the BoG/BoD have?	How many members are women?	How are members nominated to the BoG/BoD?	Who chairs the BoG/BoD meetings?	Do you hold an executive position on the BoG/BoD of this school?	What is your role or position in the BoG/BoD?	For how long have you had this role?	
											Code	Period
1=Yes 2=No >>35	1=Yes 2=No	1=More than six times 2=Six times 3=Two or more (but < 6) 4=Once every six months 5=Has not met in the last 6 months					1=Majority voting 2=Selected 3=Volunteered 96=Other (specify)		1=Yes 2=No	1=Chairman 2=Vice Chairman 3=Secretary 4=Financial Secretary 5=Treasurer 6=Organizing Secretary 96=Other (specify)	1=Weeks 2=Months 3=Years	In part 12a enter the code and in part 12b the period
1	2	3	4	5	6	7	8	9	10	11	12a	12b

For how long do you think you will keep this role?	Have some members of the BoG/BoD served for more than 3 years?	What are the issues most commonly raised during the meetings?	Where do you normally hold the BoG/BoD meetings?	How long does a BoG/BoD meeting normally last?		How many times have you missed a BoG/BoD meeting in the past year?	What reason(s) accounted for your absence at a BoG/BoD meeting in the past year?	What happens to members who frequently absent themselves from meetings without permission? Circle all that apply												
				Code	Period															
1=Weeks 2=Months 3=Years In part a enter the code and in part b the period	1=Yes 2=No	1= Teacher attendance/absenteeism 2= Student attendance 3= Other aspects of teacher behavior 4= Distribution of Scholarships/Grants 5= Midday meals 6= Distribution of Books so 7= School building/grounds 8=School materials 9=Student/teacher ratio 96=Other (specify)	1= School compound 2= Staff common room 3= Chairman's residence 4= Residence of a member 5= Rented office 96= Other (specify)	Please enter code in 17a and period in 17b Code: 1=Hours 2=Minutes	Code: 1=Hours 2=Minutes	1= Never >>20 2= Once 3= Twice 4= Thrice 5= More than thrice	1= Late notice 2= No money for transportation 3= Sickness 4= Bereavement 5= Lack of interest 6= Forget 7=Travel 96= Other (specify)													
Code	Period			Code	Period															
13a	13b	14	15	16	17a	17b	18	19	20											
									1	2	3	4	5	6	7	8	9			

<p>How are decisions made at BoG/BoD meetings arrived at?</p> <p>1=Veto 2=Consensus 3=Majority 96=Other (specify)</p>	<p>Is voting used during BoG/BoD meetings?</p> <p>1=Yes 2=No >>24</p>	<p>How does voting take place?</p> <p>1=Secret ballot 2=Open voting 96=Other (Specify)</p>	<p>How many times, in this academic year, did you witness BoG/BoD members have divergent opinions on a topic and, after discussions, agree on a compromise?</p> <p>1=Never 2=Once 3=Two or three times 4=Four or five times 5=More than five times</p>	<p>How many times, in this academic year, did you witness serious conflicts among BoG/BoD members that did not get resolved through discussions?</p> <p>1=Never 2=Once 3=Two or three times 4=Four or five times 5=More than five times</p>	<p>Are minutes of the BoG/BoD meetings kept?</p> <p><< Be prepared to show >></p> <p>1=Yes 2=No</p>	<p>Are the teachers in the BoG/BoD activities?</p> <p>1=Involved 2=Not involved 98=Don't Know</p>	<p>Is the BoG/BoD responsible for monitoring teacher behavior/performance?</p> <p>1=Yes 2=No >>33</p>	<p>What is done to monitor teachers?</p> <p>1=Observe classes 2=Review teacher's lesson plan 3=Review teacher's attendance 4=Review student's performance 5=Discuss with head teacher 6=Inspect the exercise books of my child 7=Discuss with children 8=Nothing 96=Other (specify)</p>
21	22	23	24	25	26	27	28	29

<p>Has the BoG/BoD ever been confronted with a case of inappropriate teachers' behaviors in the past academic year?</p> <p>1=Yes 2=No >>33</p>	<p>What inappropriate teachers' behaviors were they?</p> <p>1=Drunkenness 2=Frequent lateness 3=Frequent absenteeism 4=Excessive use of corporal punishment 5=Disrespect to parents 6=Sexual misconduct 96=Other (specify)</p>	<p>How many times was disciplinary measure recommended by the BoG/BoD against teachers in this academic year?</p> <p>No. of times</p>	<p>How many times during the past academic year did the BoG/BoD recommend and ensure that some maintenance / repair be done on the school?</p> <p>No. of times</p>	<p>How would you describe the current state of the BoG/BoD in your school?</p> <p>1= Takes lead/active 2= Deals with issues that arise but does not take the lead 3=Does not deal with issues 98= Don't know</p>
30	31	32	33	34

<p>Rank, in order of importance, what you think are the 3 best ways to improve the quality of secondary education? (Choose 3 and rank in order of importance.)</p>		<p>Only for the initiatives mentioned</p> <p>Have you ever talked or complained to anyone about these problems?</p> <p>1=Yes 2=No</p>	<p>Only for the initiatives mentioned</p> <p>With whom did you meet to discuss or complain about these problems?</p> <p>1=Chief/Elders 2=District education official 3=Regional education official 4=National level official 5=Local NGO 6=Parents 7=Board of Governors 96=Other (specify)</p>
Initiatives	Ranking (Rank from 1-3)		
35a	35b	35c	35d
A. Reduce overcrowding in classrooms			
B. Increase the number of teachers (any type)			
C. Increase the number of qualified teachers (specifically)			
D. Increase the number of volunteer teachers (specifically)			
E. More in-service training for teachers			
F. Improve relevance of curriculum			
G. Improve availability and quality of teaching material			
H. Improve availability of textbooks and other learning material			
I. Improve quality of textbooks and other learning material			
J. Improve classroom conditions			
K. Increase teachers' pay			
L. Makes teachers more accountable for students' performance			
M. Better head teacher			
N. Strengthening the activities of the SMC			
O. Other (specify) _____			
P. Don't know			

Section 5B: STEP CHARACTERISTICS

The following are a series of statements about the general characteristics of person. Please state at which extent you agree using: almost always, most of the time, some of the time, or almost never with each statement.

<p>1. Are you conversational?</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>1= Almost always 2= Most of the time 3= Some of the time 4= Almost never 5= Prefer not to answer</p> </div>	<p>2. When doing a task, are you very careful?</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>1= Almost always 2= Most of the time 3= Some of the time 4= Almost never 5= Prefer not to answer</p> </div>	<p>3. Do you come up with ideas others have not thought of before?</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>1= Almost always 2= Most of the time 3= Some of the time 4= Almost never 5= Prefer not to answer</p> </div>	<p>4. Do you like to keep your opinions to yourself?</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>1= Almost always 2= Most of the time 3= Some of the time 4= Almost never 5= Prefer not to answer</p> </div>	<p>5. Are you relaxed during stressful situations?</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>1= Almost always 2= Most of the time 3= Some of the time 4= Almost never 5= Prefer not to answer</p> </div>

<p>6. Do you finish whatever you begin?</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>1= Almost always 2= Most of the time 3= Some of the time 4= Almost never 5= Prefer not to answer</p> </div>	<p>7. Do people take advantage of you?</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>1= Almost always 2= Most of the time 3= Some of the time 4= Almost never 5= Prefer not to answer</p> </div>	<p>8. Do you work very hard? For example, do you keep working when others stop to take a break?</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>1= Almost always 2= Most of the time 3= Some of the time 4= Almost never 5= Prefer not to answer</p> </div>	<p>9. Do you forgive other people easily?</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>1= Almost always 2= Most of the time 3= Some of the time 4= Almost never 5= Prefer not to answer</p> </div>	<p>10. Do you tend to worry?</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>1= Almost always 2= Most of the time 3= Some of the time 4= Almost never 5= Prefer not to answer</p> </div>

<p>11. Are you very interested in learning new things?</p> <p>1= Almost always 2= Most of the time 3= Some of the time 4= Almost never 5= Prefer not to answer</p>	<p>12. Do you prefer relaxation more than hard work?</p> <p>1= Almost always 2= Most of the time 3= Some of the time 4= Almost never 5= Prefer not to answer</p>	<p>13. Do you enjoy working on things that take a very long time (at least several months) to complete?</p> <p>1= Almost always 2= Most of the time 3= Some of the time 4= Almost never 5= Prefer not to answer</p>	<p>14. Do you enjoy beautiful things like nature, art, and music?</p> <p>1= Almost always 2= Most of the time 3= Some of the time 4= Almost never 5= Prefer not to answer</p>	<p>15. Do you think about how the things you do will affect you in the future?</p> <p>1= Almost always 2= Most of the time 3= Some of the time 4= Almost never 5= Prefer not to answer</p>

<p>16. Are you very polite to other people?</p> <p>1= Almost always 2= Most of the time 3= Some of the time 4= Almost never 5= Prefer not to answer</p>	<p>17. Do you work very well and quickly?</p> <p>1= Almost always 2= Most of the time 3= Some of the time 4= Almost never 5= Prefer not to answer</p>	<p>18. Do you get nervous easily?</p> <p>1= Almost always 2= Most of the time 3= Some of the time 4= Almost never 5= Prefer not to answer</p>	<p>19. Are you generous to other people with your time or money?</p> <p>1= Almost always 2= Most of the time 3= Some of the time 4= Almost never 5= Prefer not to answer</p>	<p>20. Are you outgoing and sociable? For example, do you make friends very easily?</p> <p>1= Almost always 2= Most of the time 3= Some of the time 4= Almost never 5= Prefer not to answer</p>

<p>21. Do you think carefully before you make an important decision?</p> <p>1= Almost always 2= Most of the time 3= Some of the time 4= Almost never 5= Prefer not to answer</p>	<p>22. Are people mean/not nice to you?</p> <p>1= Almost always 2= Most of the time 3= Some of the time 4= Almost never 5= Prefer not to answer</p>	<p>23. Do you ask for help when you don't understand something?</p> <p>1= Almost always 2= Most of the time 3= Some of the time 4= Almost never 5= Prefer not to answer</p>	<p>24. Do you think about how the things you do will affect others?</p> <p>1= Almost always 2= Most of the time 3= Some of the time 4= Almost never 5= Prefer not to answer</p>

FINISHING TIME:

Thank you very much for your cooperation