

QUALITY PRESCHOOL FOR GHANA STUDY KINDERGARTEN TEACHER QUESTIONNAIRE

FOLLOW UP II SURVEY

FEBRUARY 2017

A. IDENTIFICATION		
A01.	Interviewer code	<input type="text"/>
A02.	Interviewer name	<input type="text"/>
A03.	Team leader's name	<input type="text"/>
A04.	Interview date	<div> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> </div> <div> Day Month Year </div>
A05.	Teacher ID	<input type="text"/>
A06.	Confirm teacher ID	<input type="text"/>
A07.	District name	<input type="text"/>
A08.	ID of the School	<input type="text"/>
A09.	Name of the school	<input type="text"/>
A10.	Type of school	1. <input type="checkbox"/> Private 2. <input type="checkbox"/> Public
A11.	Time interview started	<input type="text"/> <input type="text"/> (24 HRS) HH MM
A12.	Time interview ended	<input type="text"/> <input type="text"/> (24 HRS) HH MM

B. CONSENT

INTERVIEWER: ADMINISTER INFORMED CONSENT TO RESPONDENT BEFORE YOU BEGIN.

Good day, my name is [NAME OF SURVEYOR]. I work with Innovations for Poverty Action (IPA) here in Accra. IPA is working with researchers at New York University in the United States, Ghana Education Service and the National Nursery Teacher Training Centre, Accra to learn about how to provide kindergarten teachers with effective training and support so they can best teach young children to learn. We have received official permission from the Ghana Education Service (and your school head) to conduct this survey. Our research team wants to learn from you. Even though the study may not directly benefit you, the information you share with us will contribute to the improvement of kindergarten education in the region.

I would like to invite you to participate in a survey about your background; well-being; and perceptions of early childhood development. This should only take about 1 hour and we will collect this data using Samsung tablet. Rest assured that this information will be fully confidential and not shared with the school head teacher, other staff or parents in a manner that identifies you.

Please note that your participation in this study is voluntary. You do not have to participate if you do not want to and there is no known risk to you from participating. If you agree to take part in this survey, your answers to all questions will remain strictly confidential. Neither your name, nor any other personal information about you or your school will be used in reports. You may refuse to answer any of the questions and you may end the interview at any time; however, your decision will not in any way affect you or your school.

If you have any questions, comments, or concerns about taking part in this study, you should first talk to me. If you have additional questions, you may also contact the IPA Research Associate, Edward Tsinigo at [0203899660] to ask questions you may have about this research.

Do you have any questions that I can answer?

No.	Questions	Coding Categories	Skip To
B01.	Do you agree to participate in this survey?	1. <input type="checkbox"/> Yes 2. <input type="checkbox"/> No	→ B02

C. BACKGROUND CHARACTERISTICS

I will now ask you some questions about your background.

C01.	What is your name (<i>first name, surname</i>)?	[][][][][][][][][][][][][][][][]	
C02.	What is/are your telephone numbers? ENTER NUMBER.	[][][][][][][][][][] [][][][][][][][][][]	
C03.	Sex of kindergarten teacher	1. [] Male	

	FILL OUT WITHOUT ASKING.	2. <input type="checkbox"/> Female	
C04.	How old are you? IN COMPLETED YEARS.	<input type="text"/> -888 if don't know	
C05.	Overall, how many years and months have you been a preschool teacher? MONTHS SHOULD BE LESS THAN 12.	<input type="text"/> <input type="text"/> Years Months -888 if don't know	
C06.	How many years and months have you taught at this school as a kindergarten teacher? MONTHS SHOULD BE LESS THAN 12.	<input type="text"/> <input type="text"/> Years Months -888 if don't know	
C07.	What is the highest level of education that you have completed? DO NOT PROMPT.	1. <input type="checkbox"/> None 2. <input type="checkbox"/> Primary school 3. <input type="checkbox"/> Middle/JSS/JHS 4. <input type="checkbox"/> SSS/SHS 5. <input type="checkbox"/> O/A level 6. <input type="checkbox"/> Voc./Tech./Commercial 7. <input type="checkbox"/> Post-secondary certificates 8. <input type="checkbox"/> Diploma/HND 9. <input type="checkbox"/> Bachelor degree 10. <input type="checkbox"/> Masters 11. <input type="checkbox"/> PhD 12. <input type="checkbox"/> Schooling (specify) _____ -999. <input type="checkbox"/> Refuse to answer	
C08.	Do you have any education or training (e.g. seminar, workshop) in early childhood development? DO NOT PROMPT.	1. <input type="checkbox"/> Yes 2. <input type="checkbox"/> No -999. <input type="checkbox"/> Refuse to answer	→C11 →C11
C09.	What is the highest level of training/education in early childhood development that you have received? DO NOT PROMPT.	1. <input type="checkbox"/> Workshop/Seminar 2. <input type="checkbox"/> Certificate 3. <input type="checkbox"/> Diploma 4. <input type="checkbox"/> Degree 5. <input type="checkbox"/> Masters 6. <input type="checkbox"/> Undergoing training (specify) _____	
D. NATURE AND WORK CONDITIONS			
I will now ask you some questions about the nature of your work.			
D01.	Is your teaching position temporary (will end in months to a year) or permanent (is guaranteed to continue as long as you fulfil your duties)?	1. <input type="checkbox"/> Temporary 2. <input type="checkbox"/> Permanent	

		-888. <input type="checkbox"/> Don't know -999. <input type="checkbox"/> Refuse to answer	
D02.	Apart from this school, do you work as a teacher at another school?	1. <input type="checkbox"/> Yes 2. <input type="checkbox"/> No	→D04
D03.	If YES: Please indicate in how many other schools, you work as a teacher.	<input type="text"/>	
D04.	What KG grades do you currently teach in this school? CHECK ALL THAT APPLY. DON'T SELECT "COMBINED KG" WITH ANY OTHER GRADE.	1. <input type="checkbox"/> KG 1 2. <input type="checkbox"/> KG 2 3. <input type="checkbox"/> Combined KG 4. <input type="checkbox"/> Other classes	
D05.	How many children (i.e., class size) are you primarily responsible for every day at this school?	KG 1 <input type="text"/> <input type="text"/> <input type="text"/> KG 2 <input type="text"/> <input type="text"/> <input type="text"/> Combined KG <input type="text"/> <input type="text"/> <input type="text"/> Other classes <input type="text"/> <input type="text"/> <input type="text"/>	
D06.	How many hours per week are you required/expected to be [PROMPT] :	IF NONE, ENTER ZERO.	
a.	At school and working?	<input type="text"/> <input type="text"/> Hours/week	
b.	Outside of school in preparation (e.g., grading/marking)?	<input type="text"/> <input type="text"/> Hours/week	
D07.	On average, what percentage of daily class time is spent on each of the following activities?	IF NONE, ENTER ZERO.	
a.	Administrative tasks (e.g. recording attendance)	<input type="text"/> <input type="text"/> <input type="text"/>	
b.	Keeping order in the classroom (maintaining discipline)	<input type="text"/> <input type="text"/> <input type="text"/>	
c.	Actual teaching and learning	<input type="text"/> <input type="text"/> <input type="text"/>	
D08.	How frequently are you supposed to be paid your salary? READ CATEGORIES TO RESPONDENT.	1. <input type="checkbox"/> Weekly 2. <input type="checkbox"/> Biweekly 3. <input type="checkbox"/> Monthly 4. <input type="checkbox"/> Newly hired (not yet paid) -999. <input type="checkbox"/> Refuse to answer	→D10
D09.	How frequently are you actually paid on time? READ CATEGORIES TO RESPONDENT.	1. <input type="checkbox"/> Rarely or Never (<10%) 2. <input type="checkbox"/> Sometimes (30%) 3. <input type="checkbox"/> Frequently (50%) 4. <input type="checkbox"/> Often (70%) 5. <input type="checkbox"/> Always or Usually (>90%)	

		-999. <input type="checkbox"/> Refuse to answer	
D10.	Do you currently work for monetary compensation outside of your teaching position in this school? DO NOT PROMPT.	1. <input type="checkbox"/> Yes 2. <input type="checkbox"/> No 3. <input type="checkbox"/> Refuse to answer	→D12 →D12
D11.	If YES, about how many hours a week do you work in this other job? DO NOT PROMPT.	[] [] hours/week	
D12.	In the last year, did you do any job outside your teaching position in this school to supplement your income?	1. <input type="checkbox"/> Yes 2. <input type="checkbox"/> No 3. <input type="checkbox"/> Refuse to answer	→D14 →D14
D13.	If YES: On the average, how many hours a week did you work in this job? DO NOT PROMPT.	[] [] Hours/week	
D14.	What is your salary per month? DO NOT PROMPT.	1. <input type="checkbox"/> GH¢ < 500 2. <input type="checkbox"/> GH¢ 500 - GH¢ 999 3. <input type="checkbox"/> GH¢ 1000 - GH¢ 1499 4. <input type="checkbox"/> GH¢ 1,500 or more -999. <input type="checkbox"/> Refuse to answer	
D15.	How much bonus/extra money do you receive from parents' contribution per term? DO NOT PROMPT.	GH¢ [] [] [] [] -999. <input type="checkbox"/> Refuse to answer	
D16.	How do you rate the quality of supervision that you receive from your school head? READ OPTIONS TO RESPONDENT.	1. <input type="checkbox"/> Poor 2. <input type="checkbox"/> Fair 3. <input type="checkbox"/> Good 4. <input type="checkbox"/> Excellent 5. <input type="checkbox"/> Not enough information -999. <input type="checkbox"/> Refuse to answer	
D17.	Please tell me whether any of the things listed below are a problem for you and/or other teachers in your school [READ CATEGORIES AND OPTIONS TO RESPONDENT] .	Not a problem	A little problem
a.	Classes are too large.		
b.	Classes are taught by inexperienced or poorly trained teachers.		
c.	Lack of financial resources to create good environment for teachers and children.		
d.	The school head has unrealistically high expectations of its teachers.		
e.	The school changes curriculum too often.		
f.	The school uses curriculum that are too difficult for children.		

g.	The parents in the community place demands on teachers that are too high.					
D18.	PROMPT: Now I'll ask you some questions about the parents of your pupils. Using the scales of 1 for not at all, 2 for very little, 3 for sometimes, 4 for a fair amount, and 5 for quite a lot: How much do parents support your work as a teacher by [READ CATEGORIES]	1	2	3	4	5
a.	... helping their children at home with homework.					
b.	... sharing your values about how children should behave in school.					
c.	... helping their children get to school every day.					
d.	... visiting school to talk to you about their concerns for their children.					
e.	... expecting their children to show respect to you and other teachers.					
f.	... expecting their children to try their hardest and do their best in school					
g.	... participating in the school PTA.					
D19.	How much respect do the parents and leaders of this community have for teachers? READ OPTIONS TO RESPONDENT.	1. <input type="checkbox"/> None 2. <input type="checkbox"/> Very little 3. <input type="checkbox"/> Some 4. <input type="checkbox"/> A fair amount 5. <input type="checkbox"/> Quite a lot.				
D20.	In your opinion, how much are teachers valued by the citizens and leaders of Ghana? READ OPTIONS TO RESPONDENT.	1. <input type="checkbox"/> None 2. <input type="checkbox"/> Very little 3. <input type="checkbox"/> Some 4. <input type="checkbox"/> A fair amount 5. <input type="checkbox"/> Quite a lot.				
E. KG TEACHER'S PSYCHOLOGICAL WELL-BEING						
Depression and Anxiety						
E01.	I'm going to read some statements that may relate to how you have felt about yourself and your life during the past one month. For each statement, I read, please indicate how often in the past one month you felt or behaved this way. There are no right or wrong answers. [PROBE: WOULD YOU SAY NEVER (1), RARELY (2), SOMETIMES (3), VERY OFTEN (4) OR ALWAYS (5)?] How often during the past one month have you [READ OUT CATEGORIES]	1	2	3	4	5
a.	... been lacking in energy?					
b.	... felt that you have lost interest in your usual activities?					
c.	... felt that you have lost confidence in yourself?					

d.	... felt hopeless?					
e.	... felt that you have difficulty concentrating?					
f.	... felt that you have lost weight (due to poor appetite)?					
g.	... been waking early?					
h.	... felt slowed up?					
i.	... tended to feel worse in the morning?					
j.	... felt very anxious?					
k.	... been worrying a lot?					
l.	... been irritable?					
m.	... been having difficulty relaxing?					
n.	... been sleeping poorly?					
o.	... been having headaches or neck aches?					
p.	... been having any of the following: trembling, tingling, dizzy spells, sweating, diarrhoea, or needing to pass water more often than usual?					
q.	... been worrying about your health?					
r.	... been having difficulty falling asleep?					
External Control						
E02.	Please select one answer for each of the following statement that most closely reflects how you feel about each statement. <i>Use 1 for false; 2 for mostly false; 3 for sometimes true; 4 for mostly true; and 5 for true.</i>	1	2	3	4	5
a.	How much pupils can learn in school is primarily determined by their abilities.					
b.	If the pupils have not learned discipline at home, there is not much the school can do.					
c.	A teacher cannot do much to improve students' achievements if they have low abilities for schoolwork.					
d.	It is practically impossible for a teacher to motivate a student for academic work if he or she lacks support and stimulation at home.					
e.	Good teaching is more important to students' engagement in schoolwork than is their home environment.					
Motivation						
E03.	Please select one answer for each of the following statement that most closely reflects how you feel about each statement. <i>Use 1 for false; 2 for mostly false; 3 for sometimes true; 4 for mostly</i>	1	2	3	4	5

	<i>true; and 5 for true.</i>					
a.	I am motivated to help children learn to read and write.					
b.	I question my school's approach to teaching children reading and writing.					
c.	I am motivated to help children learn math.					
d.	I strongly agree with my school's goals for the children.					
e.	I am motivated to help children develop well emotionally (i.e., feel good about themselves, not be too sad or fearful, feel good about the future).					
f.	I enjoy teaching most days.					
g.	I am motivated to help children develop well socially (i.e., behave well, get along with peers, cooperate).					
h.	I question my school's approach to helping children develop socially.					
i.	I have clear personal goals as a teacher.					
E04.	Which of the following do you consider the most important thing to you in your work as a teacher? READ OPTIONS TO RESPONDENT. <u>PROMPT FOR OTHER OPTIONS.</u>	1. <input type="checkbox"/> The quality of relationship with students 2. <input type="checkbox"/> How well your students are learning 3. <input type="checkbox"/> How well you teach reading, writing, and math 4. <input type="checkbox"/> The regular pay/salary 5. Other _____				
	Job satisfaction					
E05.	I will now ask you some questions about how satisfied you are with your job and how you feel other, teachers are satisfied with their job in this school.					
	How true are the following statements for you in this school? Use 1 for true, 2 for somewhat true, 3 for somewhat false, and 4 for false.	1	2	3	4	
a.	I am satisfied with my job at this school.					
b.	I am satisfied with my decision to be a teacher.					
c.	I want to transfer to another school.					
d.	I want to leave the teaching profession.					
	How true are the following statements for other teachers at your school? Use 1 for true, 2 for somewhat true, 3 for somewhat false, and 4 for false.	1	2	3	4	
a.	Other teachers are satisfied with their job at this school.					

b.	Other teachers are satisfied with their decision to be a teacher in this school.							
c.	Other teachers in this school want to transfer to another school.							
d.	Other teachers in this school want to leave the teaching profession.							
Burnout								
E06.	I am going to read some items about job-related feelings. Please consider each statement carefully and decide how often you feel this way about your job. <i>Use the scales of 1 for Never; 2 for a few times a year or less; 3 for once a month or less; 4 for a few times a month; 5 for once a week; 6 for few times a week and 7 for every day.</i>	1	2	3	4	5	6	7
a.	I feel emotionally drained from my work.							
b.	I feel used up at the end of the workday.							
c.	I feel fatigued when I get up in the morning and have to face another day on the job.							
d.	I can easily understand how my school children feel about things.							
e.	I feel I treat some school children as if they were impersonal objects							
f.	Working with people all day is really a strain on me.							
g.	I deal very effectively with the problems of my school children.							
h.	I feel burned out from my work.							
i.	I feel I am positively influencing other people's lives through my work.							
j.	I have become more cold toward people since I took this job.							
k.	I worry that this job is hardening me emotionally.							
l.	I feel very energetic.							
m.	I feel frustrated by my job.							
n.	I feel I am working too hard on my job.							
o.	I do not really care what happens to some school children.							
p.	Working with people directly puts too much stress on me.							
q.	I can easily create a relaxed atmosphere with my school children.							
r.	I feel excited after working closely with my school children.							
s.	I have accomplished many worthwhile things in this job.							
t.	I feel like I am at the end of my rope.							
u.	In my work, I deal with emotional problems very calmly.							
F. PERCEPTIONS OF EARLY CHILDHOOD DEVELOPMENT								
F01.	Developmentally Appropriate Practice	1	2	3	4	5		

	When you think about quality in a kindergarten setting, how important is it that KG teachers ... [READ EACH STATEMENT]. Use 1 = not very important, 2 for not important, 3 for somewhat important, 4 for important, and 5 for very important.					
a.	... know about children's needs as they grow and develop?					
b.	... encourage children to recognize letters or words?					
c.	... encourage children to recognize numbers or shapes?					
d.	... work with families to set individual plans and goals for children?					
e.	... provide materials for play and learning?					
f.	... measure children's development over time to determine how they're doing?					
Supporting Children's Social and Emotional Development						
F02.	When you think about quality in a kindergarten setting, how important is it that KG teachers ... [READ EACH STATEMENT ? Use 1 = not very important, 2 = not important, 3 = somewhat important, 4 = important, and 5 = very important.	1	2	3	4	5
a.	... help children to build relationships with peers and adults?					
b.	... help children learn to control their behavior?					
c.	... encourage children to express thoughts and feelings?					
d.	... help children resolve conflicts with other children?					
e.	... discipline and/or behavior guidance styles match the parents?					
Family-Sensitive Caregiving						
F03.	When you think about quality in a kindergarten setting, how important is it that KG teachers ... [READ EACH STATEMENT]? Use 1 = not very important, 2 for not important, 3 for somewhat important, 4 for important, and 5 for very important.	1	2	3	4	5
a.	... consider parents' goals, ideas, and suggestions when caring for children?					
b.	... be willing to work with parents about their work schedules?					
c.	... include families in decision-making for the child's education?					
d.	... care about the entire family, not just the child?					

e.	... connect families to outside or community resources?							
OUTCOME OF THE SURVEY								
B02.	Outcome of this questionnaire. TICK ONE OPTION.	1. <input type="checkbox"/> Refused 2. <input type="checkbox"/> Completed 3. <input type="checkbox"/> Partially completed 4. <input type="checkbox"/> Not available 5. <input type="checkbox"/> Incapacitated 6. <input type="checkbox"/> Teacher left KG class/school 7. <input type="checkbox"/> Other (specify)_____						→ B03 → B04
B03.	If refused, why?	1. <input type="checkbox"/> Busy 2. <input type="checkbox"/> Not interested 3. <input type="checkbox"/> Wants more information 4. <input type="checkbox"/> Other (specify)_____						
B04.	Why is the questionnaire incomplete?	_____						