

Respected Teachers,

As a part of my research work, I have constructed Questionnaire to know your views on Teacher Evaluation System in Elementary Schools of Tapi District. For this purpose, I request your kind cooperation. I assure you that the data collected will be kept confidential and used for research purpose only.

Thanking You,

Yours truly,

Ganga Thapa

Instructions

1. Write your personal information in the space provided below.
2. There are several questions to know your views. Please provide correct information.
3. All the questions for which more than one answer can be selected are given in bold style.
4. Please provide the answer to all the questions. If a question seems not applicable to you, please write, "NA".

Name of Teacher _____

Name of School _____

Designation: Teacher **Experience:** _____

Questionnaire for Teachers

1. Under which program your performance is evaluated?

Inspection by external agency ☐

SSA Evaluation program ☐

Any Other ☐

1.1. If any other, please mention here. _____

2. What are the objectives of Teacher Evaluation? Mention here. _____

3. **Do the objectives of the teacher evaluation program mention above fulfills the following criteria?**

Questionnaire for teacher I (Private Schools, JNV)

Specific	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Measurable	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Achievable	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Realistic	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Time bound	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>

4. Are you involved in deciding the performance objectives to be achieved by you?

Yes ☐ No ☐

5. Does the school authority give you full support and resource to achieve the objectives of teacher evaluation?

Yes ☐ No ☐

5.1. If no, which kind of support and resource do you expect from your school authority?

6. Does the school authority communicate the standard/evaluation criteria to you?

Yes ☐ No ☐

6.1. If yes, what are standards/ evaluation criteria for your evaluation _____

7. **Are there different readymade formats/performas for teacher evaluation in your school?**

Formats/Performas for teacher evaluation	Yes	No
Evaluation format/Performa		
Inspection evaluation format		
Evaluation by Principal format		
Evaluation by Vice principal format		
Evaluation by Supervisor format		
Self-Evaluation format		
Peer Evaluation format		
Student Evaluation of Teacher format		
Any other		

7.1. If any other, mention here _____

8. **Which of the following sources are followed to evaluate you in your school?**

Self-evaluation ☐

Peer evaluation	<input type="text"/>
Student evaluation of teacher	<input type="text"/>
Evaluation of teacher by superior	<input type="text"/>
Principal	<input type="text"/>
Vice Principal	<input type="text"/>
Supervisor	<input type="text"/>
Educational/School Inspector	<input type="text"/>
Inspection Team	<input type="text"/>

8.1. If any other, specify here.

9. **Besides Inspection or other program of teacher evaluation, who evaluate teacher regularly?**

Principal	<input type="text"/>
Vice Principal	<input type="text"/>
Supervisor	<input type="text"/>
Educational Inspector	<input type="text"/>
Any other	<input type="text"/>

9.1. If any other, please mention here.

10. What is the frequency of teacher evaluation by following evaluators in your school in a year? (Tick appropriate option)

Teacher Evaluation by the evaluator	Once in a Year	Twice in a Year	Thrice in a Year	If More (How many times?)
Principal	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Vice Principal	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Supervisor	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Educational / School Inspector	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Any other	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

11. Is the date of evaluation given to you in advance for different kind of following teacher evaluation?

Questionnaire for teacher I (Private Schools, JNV)

Evaluator	Date of Evaluation given in advance	
	Yes	No
Principal		
Vice Principal		
Supervisor		
Educational Inspector		
Any other		

11.1. If any other mention here. _____

12. Which of the following dimensions are considered for evaluation of teachers' performance in the classroom?

Dimensions for evaluating teacher's performance	Internal Agency			External Agency	
	Principal	Vice Principal	Supervisor	Inspector	Any other evaluator
Teaching Method					
Classroom Management					
Use of Teaching Aid					
Use of Technology					
Students Participation					
Communication Skill					
Syllabus Completion					
Written material of the students					

Attendance of the Students					
Content Mastery					
Classroom Management					
Recapitulation					
Reinforcement					
Time management					
Analytical ability & Assessment					
Attitude of Teacher for doing work					
Sense of Responsibility					
Maintenance of Discipline					
Interpersonal Relationship					
Any other					

12.1. If any other, mention here. _____

13. Do you get feedback after evaluation?

Yes ☐ No ☐

13.1. If yes, how many times?

Every time ☐ Most of the times ☐ Sometimes ☐

13.2. If yes, in which form?

Oral ☐ Written ☐ Both ☐

13.3. How is feedback given after teacher evaluation by different person to you?

Evaluator	Very effective	effective	Less effective
School Principal			
Vice Principal			
Supervisor			
Educational Inspector			
Any other			

13.4. Do you feel difficulty in accepting suggestions given by the evaluator?

Yes ☐ No ☐

13.5. If no, give the reason of feeling difficulty to accept suggestion given by the evaluators _____

14. Is inspection done in your school every year?

Yes ☐ No ☐

15. How many evaluators (members) are there in an inspection panel?

Two ☐ Three ☐ Four ☐ More than four ☐

15.1. If more than four please mention how many _____

16. During your career, how many times your lessons have been observed by the inspector or inspection panel?

None ☐ Once ☐ Twice ☐ More than twice ☐

16.1. If more than twice please mention how many times _____

17. How much time has the education Inspector or Inspection panel has spent in your class to inspect your class?

Five minutes or less ☐ 10 minutes ☐
 15 minutes ☐ more than 15 minutes ☐

17.1. If more than 15 minutes, mention how much time? _____

18. What are the preparation done by you for inspection?

Preparing teaching aid	<input type="checkbox"/>
Checking written work of students	<input type="checkbox"/>
Updating daily planning	<input type="checkbox"/>
Collecting project work, proof of activities	<input type="checkbox"/>
Practicing lesson	<input type="checkbox"/>
Any Other	<input type="checkbox"/>

18.1. If any other please mention here. _____

19. Select the different dimensions on which you are evaluated?

Teaching method	<input type="checkbox"/>
Classroom management	<input type="checkbox"/>
Use of teaching Aids	<input type="checkbox"/>
Use of Technology	<input type="checkbox"/>
Students participation	<input type="checkbox"/>
Basic skills of students (i.e. reading, writing, arithmetic skills)	<input type="checkbox"/>
Completion of syllabus	<input type="checkbox"/>
Written work by the students	<input type="checkbox"/>
Completion of milestone (pragna varg)	<input type="checkbox"/>
Identifying chhabdi by students (pragna varg)	<input type="checkbox"/>
Attendance of the students	<input type="checkbox"/>
Any other	<input type="checkbox"/>

19.1. If any other mention here. _____

20. Do the inspector or inspection panel give feedback?

Yes ☐ No ☐

20.1. If yes, how is the feedback given after evaluation by following evaluators? (Tick following if any of them give feedback to you)

	Evaluator	Very effective	Effective	Less effective
Annual Educational Inspection	Educational Inspector			
	Members of Inspection Panel			

Questionnaire for teacher I (Private Schools, JNV)

21. What is your observation about behavior of Educational Inspector and members of panel in inspection? (Tick if any of them came to your class and evaluation is done by them only)

Evaluator	Behavior of Evaluator					
	Supportive	Controlling	Criticising	Fault finding	Lazies fair	Indifferent
Educational Inspector						
Members of Panel						

22. Does the inspector do follow up work after inspection?

Yes ☐ No ☐

22.1. Do you feel fear of Inspection?

Yes ☐ No ☐

23. Is the annual confidential report filled on the basis of inspection?

Yes ☐ No ☐

24. Do you have system of self-evaluation of teacher in your school?

Yes ☐ No ☐

(If yes attempt question number 26.1. to 26.11.)

24.1. If yes, what is the frequency of self-evaluation in a year?

Once in a year ☐ Twice in a year ☐

If more than twice how often, mention here. _____

24.2. Do you set objectives to achieve every year to evaluate your own performance better?

Yes ☐ No ☐

24.3. Can you devote sufficient time for self-evaluation?

Yes ☐ No ☐

24.4. What tool is used for self-evaluation?

Rating scale ☐

Questionnaire ☐

Any other ☐

If any other, mention here. _____

24.5. On which of the following basis performance of the teachers is evaluated in self-evaluation?

Lesson Planning (annual & daily lesson)	<input type="checkbox"/>
Teaching Learning Process	<input type="checkbox"/>
Community Approach	<input type="checkbox"/>
Co- curricular Activities	<input type="checkbox"/>
Any other	<input type="checkbox"/>

If any other, please mention here. _____

24.6. Do you evaluate yourself fairly?

Yes ☐ No ☐

24.7. Do you develop the lacking skills after self-evaluation?

Yes ☐ No ☐

24.8. How do you know your progress in self-evaluating your performance?

Comparing actual performance with target (decided by you or institute)	<input type="checkbox"/>
Comparing own performance with your last year performance.	<input type="checkbox"/>
Comparing your performance with other teachers	<input type="checkbox"/>

24.9. Do you indicate following in your self-evaluation report?

Unachieved Objectives	<input type="checkbox"/>
Shortfalls	<input type="checkbox"/>
Constrain	<input type="checkbox"/>
Achievement	<input type="checkbox"/>

24.10. What kind of advantages of self-evaluation do you feel?

Maximization of Self-discovery	<input type="text"/>
Self-Motivation	<input type="text"/>
Identifying Strength and Weakness	<input type="text"/>
Solution of Problem	<input type="text"/>
Commitment for Work	<input type="text"/>
Easy to accept result of Self-Evaluation	<input type="text"/>

24.11. What problems do you face in the self-evaluation ?

25. Is there peer evaluation of teacher practiced in your school?

Yes No

(If yes, attempt question Number 25.1. to 25.8.1.)

25.1. If yes, how many of your colleagues evaluate you? _____

25.2. How many times does your co-teacher evaluate your performance?

Once in a year	<input type="text"/>	Twice in a year	<input type="text"/>
More than twice in a year	<input type="text"/>		

25.3. What tools do the co-teacher use for peer evaluation?

Observation	<input type="text"/>
Rating Scale	<input type="text"/>
Questionnaire	<input type="text"/>
Opinionnaire	<input type="text"/>
Any Other	<input type="text"/>

If any other, please mention here _____

25.4. On what basis do your co- teachers evaluate you?

By observing the classroom teaching	<input type="text"/>
Interpersonal Relationship	<input type="text"/>
Behaviour	<input type="text"/>
Involvement in different school activities	<input type="text"/>
Any other	<input type="text"/>

If any other, mention here _____

25.5. Do you think that the evaluation by your co-teacher helps you to improve your performance?

Yes ☐ No ☐

25.6. Do your colleagues give effective guidance to improve your performance?

Yes ☐ No ☐

25.7. **How is peer evaluation helpful to improve your performance?**

Identifying improvement area	<input type="checkbox"/>
Identifying weakness	<input type="checkbox"/>
Sharing knowledge	<input type="checkbox"/>
Suggesting innovative idea	<input type="checkbox"/>
Solving problem	<input type="checkbox"/>

25.8. Do you face any problem in your peer evaluation of teacher?

Yes ☐ No ☐

25.8.1. **If yes tick the problem that faced by you?**

Under estimating your performance	<input type="checkbox"/>
Over estimating your performance	<input type="checkbox"/>
Sympathetic behaviour of evaluator	<input type="checkbox"/>
Lack of proper understanding	<input type="checkbox"/>
Lack of proper guidance	<input type="checkbox"/>
Lack of sharing knowledge	<input type="checkbox"/>
Lack of time to observe class properly	<input type="checkbox"/>
Tendency to be lenient	<input type="checkbox"/>
Evaluation is just ritual	<input type="checkbox"/>

If any other problem faced by you mention here _____

26. Is there student evaluation of teacher practiced in your school?

Yes ☐ No ☐

(If yes attempt question Number 26.1. to 26.5.)

26.1. How many times do the students evaluate teacher in a year? _____

Questionnaire for teacher I (Private Schools, JNV)

26.2. Do your students evaluate you appropriately?

Yes ☐ No ☐

26.3. What are the advantage of student evaluation of teacher?

Learner evaluates teaching effectively ☐

Teachers having opportunity to know strength and weakness directly from students ☐

If any other, mention here. _____

26.4. What are the disadvantages of student evaluation of teacher?

Students are a poor evaluator of teaching ☐

Influence of teacher's reputation ☐

Teacher's sympathy with students ☐

Popular teacher gets good points than effective teacher ☐

Problem of validity ☐

If any other, mention here. _____

27. Is there teacher evaluation system besides government/organization decided evaluation system?

Yes ☐ No ☐

(If answer is yes, attempt question no.27.1 to 27.3)

27.1. If yes, by whom it was initiated? _____

27.2. Write the procedure of teacher evaluation mentioned above.

27.3. Write advantage of teacher evaluation of it?

28. Do you feel that your evaluator is competent in the dimension stated in question number 12?

Yes ☐ No ☐

27. Is there regular follow up work done after teacher evaluation?

Yes ☐ No ☐

27.1. If yes, which kind of follow up work is done?

Frequent evaluation ☐

Training ☐

If any other, mention here _____

28. On what basis grade is given to teachers?

Assessment of work output ☐

Assessment of personal attributes ☐

Assessment of functional competencies ☐

29. If any other mention here. _____

30. Are you satisfied with grade given to you after teacher evaluation?

Yes ☐ No ☐

30.1. If no, specify reasons for it. _____

31. Does your evaluator show you your evaluation report?

Yes ☐ No ☐

31.1. If yes, when?

If adverse remarks given ☐

Good remark is given ☐

As a part of regular practice ☐

32. Is the teacher evaluation report send to any office?

Yes ☐ No ☐

32.1. If yes, mention the office/officer _____

33. Is your evaluation report evaluated by superior reviewed?

Yes ☐ No ☐

33.1. If yes, by whom? _____

33.2. **Mention, what does s/he consider while reviewed?**

Objective completion	<input type="checkbox"/>
Strength	<input type="checkbox"/>
Shortfalls	<input type="checkbox"/>
Constrain	<input type="checkbox"/>
Extraordinary Achievement	<input type="checkbox"/>
Significant failure	<input type="checkbox"/>

33.3. How is it important for teacher evaluation? _____

33.4. What are area of the general remarks given by officer? _____

34. **How does the teacher evaluation done by the following superior effects to your career?**

Effect of teacher evaluation done by superior	Principal	Vice principal	Supervisor	Education Inspector	If Any other Write here
Motivate you for better performance					
Grade given to you					
Administrative decision					

35. Does the evaluator have any power to take action against your ineffective performance?

Yes ☐ No ☐

35.1. **If yes, who of the following can take action?**

Principal	<input type="text"/>
Vice Principal	<input type="text"/>
Education Inspector	<input type="text"/>
Education officer	<input type="text"/>
Any Other	<input type="text"/>

If any other, mention here. _____

36. Which of the following is your most effective source practiced in your school? (**give number 1 to 3**)

Self-evaluation	<input type="text"/>
Peer evaluation	<input type="text"/>
Student evaluation of teacher	<input type="text"/>
Evaluation of teacher by superior	
Principal	<input type="text"/>
Vice Principal	<input type="text"/>
Supervisor	<input type="text"/>
Educational Inspector	<input type="text"/>

36.1. If any other, mention here. _____

36.2. Write reasons for your liking that method? _____

37. How is your relationship with the following evaluator?

Evaluator	Very Good	Good	Satisfactory	Unsatisfactory
Principal				
Vice Principal				
Supervisor				
Educational Inspector				
Colleague				
Students				
Any other _____				

38. Do you feel teacher evaluation is influenced by any of the following effects?

Effect	Evaluator						
	Principal	Vice principal	Supervisor	Colleague	Educational inspector	Students	Any other
Sympathy Effect							
Halo effect (particular positive aspect influences whole evaluation)							
Horn effect (particular negative aspect influences whole evaluation)							
Central tendency(average evaluation)							
Strict evaluation							
Lenient evaluation(evaluator is generous)							
Status effect(senior teachers get better rating)							
Spillover effect (effect of last evaluation)							
Initial impression effect							
Latest behavior							
Same as me(behaviour in performance same as evaluator)							
Different from me(behaviour in performance different from evaluator)							
Performance factor order							
Any other_____							

39. What are the problems in the teacher evaluation system?

Problems	Internal Agency	External Agency		Any other
Fearful/ stressful environment				
Evaluation just as ritual				
Time constrain of evaluator				
Constrain of human resource				
Lack of evaluation material				
Lack of knowledge of evaluation technique				
Negative attitude of evaluator towards evaluation				
Negative attitude of teachers towards evaluation				
Critical behaviour of evaluator				
Subjective evaluation				
Personal values and biases of evaluator				
Lack of proper communication				
Demotivating Feedback				

If any other, mention here. _____

If any other mention here. _____

Questionnaire for teacher I (Private Schools, JNV)

40. Do you feel that the existing Teacher Evaluation system needs improvement?

Yes ☐ No ☐

40.1. If yes please give your suggestion.

Self -Evaluation of Teacher _____

Peer Evaluation of Teachers _____

Student evaluation of Teacher _____

Principal _____

Vice Principal _____

Supervisor _____

Educational Inspector _____

Inspection _____

Any other _____