

## Questionnaire for Teacher

### Objectives of the study:

1. To study the teacher evaluation system followed in different types of schools of Tapi district in terms of :
  - a. Self evaluation by teachers
  - b. Peer evaluation of teachers
  - c. Evaluation of teachers by superiors
  - d. Student evaluation of teachers
2. To study the perception of school functionaries towards the present system of teacher evaluation. (*Tool : Five points Perception Scale*)
3. To study the problems of teacher evaluation in different types of schools.

## Questionnaire for Teacher

**All the questions for which more than one answer can be selected are given in bold style. Please provide the answer to all the questions. If a question seems not applicable to you, please write, "N/A".**

**1. Under which program your performance is evaluated?**

- |    |                                  |                          |
|----|----------------------------------|--------------------------|
| a. | Gunotsav                         | <input type="checkbox"/> |
| b. | Inspection by DPEO office        | <input type="checkbox"/> |
| c. | SSA Evaluation program           | <input type="checkbox"/> |
| d. | Internal evaluation Head Teacher | <input type="checkbox"/> |

1.1 If any other, Please mention here. \_\_\_\_\_

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

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

- |               |       |                          |    |                          |
|---------------|-------|--------------------------|----|--------------------------|
| a. Specific   | - Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |
| b. Measurable | - Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |
| c. Achievable | - Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |
| d. Realistic  | - Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |
| e. 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? Ye**☐ **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 used for your evaluation?-----

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

Evaluation format/Performa	Yes	No
Gunotsav evaluation format		
Inspection evaluation format		
Principal evaluation format		
BRC co-ordinator evaluation format		
CRC co-ordinator evaluation format		
Block Resource Person evaluation format		
Self Evaluation format		
Any other		

8. Besides the Gunotsav and Inspection program, who evaluates teachers regularly?

Head Teacher		Block resource person	
Block Resource Co-ordinator		Cluster resource Co-ordinator	
Educational Inspector		Taluka Primary Education officer	
District Primary Education Officer			

9. Which of the following resources are followed to evaluate you in your school?(tick)

- a. Self-evaluation
- b. Evaluation of teacher by superior
- |                       |                          |
|-----------------------|--------------------------|
| Principal             | <input type="checkbox"/> |
| CRC Coordinator       | <input type="checkbox"/> |
| BRC coordinator       | <input type="checkbox"/> |
| Block Resource Person | <input type="checkbox"/> |
| Educational Inspector | <input type="checkbox"/> |
| Inspection Team       | <input type="checkbox"/> |
| Teacher trainer       | <input type="checkbox"/> |
| Pedagogy Coordinator  | <input type="checkbox"/> |

If any other, specify here. \_\_\_\_\_

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

No.	Teacher Evaluation Method	In a year			
		Once	Twice	Thrice	If More (How many times? write)
1.	Head Teacher				
2.	CRC coordinator				
3.	BRC coordinator				
4.	Block Resource Person (BRP )				

.5.	Educational Inspector				
.6.	If any other mention here				

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

No.	Methods	Date of evaluation given in advance	
		Yes	No
1	Head Teacher		
2	Cluster Resource center coordinator		
3	Block Resource Center coordinator		
4	Block Resource Person (BRP)		
5	Educational Inspector		
6	Gunotsav Team		
7	If any other mention here		

12. List out the different dimensions on which you are evaluated? (Tick options)

No	List	Tick
1	Teaching method	
2	Classroom management	
3	Use of teaching Aids	
4	Use of Technology	
5	Students participation	
6	Basic skills of students (i.e. reading, writing, arithmetic skills)	
7	Completion of syllabus	
8	Written work by the students	
9	Completion of milestone (pragna varg)	
10	Identifying chhabdi by students (pragna varg)	
11	Attendance of the students	
12	Any Other	

If any other mention here. \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

13. Do you feel that your evaluator is competent to evaluate you in the dimensions listed in question no. 12?

13.1 If no, specify the reason

\_\_\_\_\_

\_\_\_\_\_

14. Do you get feedback after evaluation? Yes ☐ No ☐

14.1 If yes, when? Ever ☐ ne most ☐ e time ☐ ptime

14.2.If yes, in which form? Oral ☐ Written ☐ Both ☐

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

	More effective	effective	Less effective
Head Teacher			
CRC coordinator			
BRC coordinator			
Block Resource Person			
Educational Inspector			

16. Do you feel difficulty to accept suggestion given by the evaluator?

Yes ☐ No ☐

17. Is the follow up work done regularly?

Yes ☐ No ☐

17.1. Which kind of follow up work is done?

Frequent evaluation ☐ training ☐ guidance ☐

18. Does your evaluator show your evaluation note/report to you?

Yes ☐ No ☐

18.1. If yes, by whom \_\_\_\_\_

18.2. If yes when?

Negative special comment given ☐

Adverse(Negative) remark is given ☐

19. Dose the evaluator have any power to take actions against your ineffective performance?

Yes ☐ No ☐

19.1. If yes ,by whom ?

Education inspector ☐

External evaluator for Gunotsav

CRC coordinator

BRC coordinator

Other \_\_\_\_\_

20. Which type of Gunotsav have been done in your school?

Self -evaluation

External Evaluation

21. Whether criteria of selecting school for external evaluation in Gunotsav same in every year?

Yes

No

21.1. If no, what were the criteria of selecting school for external evaluation in Gunotsav last year?

School getting poor grade in Gunotsav last year

School getting higher grade with sudden unenexpected change

School in which external evaluation in Gunotsav is not done.

Type of school (ashram shala, vargshala, school having std. 1 to 8 )

22. Do you know whether external evaluator come to your school ?

Yes

No

22.1. If yes, how many days before? \_\_\_\_\_

23. Which sources are used to evaluate teachers in Gunotsav programme ?

Evaluation of Teachers by Superior on the basis of performance of students in basic skill i.e. Reading, writing and Arithmetic skills of std. 2 to 8 students.

Self Evaluation of teachers on the basis of students performance

24. On what basis there teachers are evaluated?

Basic skill i.e. Reading, Writing and Arithmetic skill

Evaluation of students in main subjects (6 to 8) ☐

25. How do you find out students who need remedial work for learning basic skills?

Data of students performance in basic skill in last Gunotsav ☐

Evaluation of each and every student in basic skill in own class. ☐

Testing students in basic of every subjects in std. 6 to 8 ☐

Any other , Mention here ☐

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26. Do you do any kind of preparation for Gunotsav?

Yes ☐ No ☐

26.1. If yes, what kind of preparation is done by you?

Preparing teaching aid to teach students easily ☐

Collecting material for giving practice in basic skill ☐

Devoting much time for remedial work ☐

Any other ☐

If any other, mention here.

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27. How much time is allotted for remedial work of students by you?

1 period ☐ 2 periods ☐ 3 periods ☐ 4 periods ☐

28. How long do you run this remedial teaching?

Time period prescribed by government ☐

3 months ☐

More time on the basis of students need then prescribed ☐

Continue remedial till Gunotsav day ☐

Some more days before Gunotsav ☐

29. is the data of remedial work sent to SSA?

yes ☐ No ☐

30. Is there surprise visit of officers or resource persons to check remedial work done by the teachers?

Yes ☐ No ☐

30.1. If yes, by whom

Principal ☐ Block Resource person (BRP) ☐

Cluster Resource Coordinator ☐ BRC Coordinator ☐

Education Inspector ☐ Taluka Primary Education Officer ☐

District Primary Education Office ☐

Other \_\_\_\_\_

31. What is the purpose of visit of Officers or Resource Person's that you feel?

Monitoring Gunotsav preparation. ☐

As a part of school teaching enhancement ☐

Providing guidance to teachers to improve their teaching ☐

To check submitted data of remedial work done by you correct or not ☐

32. What is your observation about behavior of evaluator in pregunotsav and Gunotsav?

(Tick if any of them came to your class and evaluation is done by them only)

Type	Evaluator	Behaviour of Evaluator					
		Supportive	Controlling	Criticising	Fault finding	Laziness fair	Indifferent
Pre Gunotsav	Principal						
	BRP						
	CRC						
	BRC						
	Edu. Inspector						
	TPEO						

	DPEO						
Gunotsav	External Evaluator						
	Liason Officer						

33. Do the evaluators give feedback? Yes ☐ No ☐

33.1. If yes, how is the feedback given after evaluation by following evaluators?

Type	Evaluator	More effective	Effective	Less effective
Pre Gunotsav	Principal			
	BRP			
	CRC			
	BRC			
	Edu. Inspector			
	TPEO			
	DPEO			
Gunotsav	External Evaluator			
	Liason Officer			

34. Do you evaluate fairly in self-evaluation in Gunotsav ?

Yes ☐ No ☐

35. Do you feel fear of Gunotsav?

Yes ☐ No ☐

**35.1. If yes, why do you feel fear?**

Fear of students performance, whether they perform well or not ☐

Fear of external evaluator whether they make students fearless and encourage them or not. ☐

Whether external evaluator understand local situation of this region ☐

Fear of affecting grade to career ☐



36. Do you satisfied with grade given in Gunotsav?

Yes ☐ No ☐

36.1. If no, please mention the reasons. \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

37. Is inspection done in your school every year ?

Yes ☐ No ☐

38. How many evaluators (members) are there in a inspection panel?

Two ☐ Three ☐ Four ☐ More than four ☐

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

0 ☐ 1 time ☐ 2 times ☐ more ☐

If more please mention how many times \_\_\_\_\_

40. How much time has the education Inspector or Inspection panel has spent in your class for inspection?

Five minutes or less ☐ 10 minutes ☐

15 minutes ☐ More than 15 minutes ☐

If more than 15 minutes, mention how much time? \_\_\_\_\_

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

No.	List	Tick
1	Preparing teaching aid	
2	Checking written work of students	
3	Updating daily planning	
4	Collecting project work, activities proof	
5	Practicing lesson	
6	Any other	

If any other please mention here.

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42. List out the different dimensions on which you are evaluated? (Tick options)

No	List	Tick
1	Teaching method	
2	Classroom management	
3	Use of teaching Aids	
4	Use of Technology	
5	Students participation	
6	Basic skills of students (i.e. reading, writing, arithmetic skills)	
7	Completion of syllabus	
8	Written work by the students	
9	Completion of milestone (pragna varg)	
10	Identifying chhabdi by students (pragna varg)	
11	Attendance of the students	
12	Any Other	

If any other mention here. \_\_\_\_\_

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43. Do the inspector or inspection panel give feedback?

Yes ☐ No ☐

43.1. If yes, how is the feedback given after evaluation by following evaluators?

( Tick following if any of them give feedback to you)

Annual Educational Inspection	Evaluator	More effective	Effective	Less effective
	Edu. Inspector			
	member of inspection panel			

44. What is your observation about behavior of Education Inspector and panel member 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	Faul	Lazzies	Indifferent

				finding	fair	
Education Inspector						
Panel Member						

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

Yes ☐ No ☐

46. Do you feel fear of Inspection?

Yes ☐ No ☐

47 . Is the confidential report filled up on the basis of inspection?

Yes ☐ No ☐

48. Is there teacher self evaluation under inspection:

Yes ☐ No ☐

48. What is the frequency of self evaluation?

Once in a year ☐ Twice in a year more ☐

If more, how many times \_\_\_\_\_

49. Do you decide the objectives of self evaluation at the commencement of academic year?

Yes ☐ No ☐

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

Yes ☐ No ☐

51. What tool is used for self-evaluation?

Rating scale ☐  
 Questionnaire ☐  
 Any other ☐  
☐

Any other mention here \_\_\_\_\_

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

Lesson Planning (annual & daily lesson) ☐  
 Teaching Learning Process ☐  
 Community Approach ☐

Co- curricular Activities

Any other

If any other, please mention here. \_\_\_\_\_

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53. Do you evaluate yourself fairly?

Yes

No

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

Yes

No

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

Comparing actual performance with target (decided by you or institute)

Comparing own performance with your last year performance.

Comparing your performance with other teachers

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

Unachieved Objectives

Shortfalls

Constrain

Achievement

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

Maximization of Self-discovery

Self-Motivation

Identifying Strength and Weakness

Solution of Problem

Commitment for Work

Easy to accept result of Self-Evaluation

58. What problems do you face in the self evaluation ?

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

Yes ☐ No ☐

**(If answer is yes, attempt question no.59.1 to 59.3)**

59.1. If yes, by whom it was initiated? \_\_\_\_\_

59.2. Write the procedure of teacher evaluation mentioned above.

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59.3. Write advantage of teacher evaluation of it?

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**60. How is your relationship with the following listed evaluator and you?**

No	Evaluator	V. Good	Good	Satisfactory	Unsatisfactory
1.	Principal				
2.	CRC coordinator				
3.	BRC coordinator				
4.	Block Resource Person				
5.	Educational Inspector				
6.	Gunotsav Team				
7.	Any other mention here				

61. Which of the following sources is your most effective source practiced in your school?  
**Give no. 1 to 3)**

Self evaluation in Gunotsav

Self Evaluation in Inspection

Evaluation of teacher by superior

Principal

BRC

CRC

BRP

Educational Inspector

Inspection Team

Any other

If any other, mention here. \_\_\_\_\_

61.1. Write reasons for your liking ? \_\_\_\_\_

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

Effect	Internal Agency	External Agency		Any other
		Gunotsav	Inspection	
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(e.g.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:				

63. What are the problems in the teacher evaluation system?(tick)

<b>Problem</b>	<b>Head Teacher</b>	<b>BRP</b>	<b>CRC Co.</b>	<b>BRC Co.</b>	<b>Edu. Inspector</b>	<b>Any other</b>
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						
Any other						

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

Yes ☐ No ☐

65.1. If yes please give your suggestion

Gunotsav	:	
Inspection	:	
Head Teacher	:	
	:	
CRC- coordinator	:	
BRC coordinator	:	
Block Resource Person	:	