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Organisation for Economic Co-operation and Development (OECD)

Teaching and Learning International Survey (TALIS) 2013

Principal Questionnaire

[<ISCED level x> or PISA schools]

Main Study Version
[International English, UK Spelling]

[National Project Information]

International Project Consortium:
International Association for the Evaluation of Educational Achievement (IEA), The Netherlands
IEA Data Processing and Research Center (IEA DPC), Germany
Statistics Canada, Canada

About TALIS 2013

The second Teaching and Learning International Survey (TALIS 2013) is an international survey that offers the opportunity for teachers and principals to provide input into education analysis and policy development. TALIS is being conducted by the Organisation for Economic Co-operation and Development (OECD) and [Name of country], along with more than 30 other countries, is taking part in the survey.

Cross-country analysis of this data will allow countries to identify other countries facing similar challenges and to learn from other policy approaches. School principals and teachers will provide information about issues such as the professional development they have received; their teaching beliefs and practices; the review of teachers' work and the feedback and recognition they receive about their work; and various other workplace issues such as school leadership and school climate.

Being an international survey, it is possible that some questions do not fit very well within your national context. In these cases, please answer as best as you can.

Confidentiality

All information that is collected in this study will be treated confidentially. While results will be made available by country and by type of school within a country, you are guaranteed that neither you, this school, nor any school personnel will be identified in any report of the results of the study. {Participation in this survey is voluntary and any individual may withdraw at any time.}

About the Questionnaire

- This questionnaire asks for information about school education and policy matters.
- The person who completes this questionnaire should be the principal of this school. If you do not have the information to answer particular questions, please consult other persons in this school.
- This questionnaire should take approximately 30 to 45 minutes to complete.
- <When questions refer to 'this school' we mean by 'school': national school definition.>
- Guidelines for answering the questions are typed in italics. Most questions can be answered by marking the one most appropriate answer.
- When you have completed this questionnaire, please [National Return Procedures and Date].
- When in doubt about any aspect of the questionnaire, or if you would like more information about the questionnaire or the study, you can reach us by using the following contact details: [National centre contact information, phone number and preferably e-mail address]

Thank you very much for your participation!

These questions are about you, your education and your position as school principal. In responding to the questions, please mark the appropriate choice(s) or provide figures where necessary.

1. Are you female or male?

TC2G01

☐ 1 Female

☐ 2 Male

2. How old are you?

TC2G02

Please write a number.

└┴┘ Years

3. What is the highest level of formal education you have completed?

TC2G03

Please mark one choice.

☐ 1 <Below ISCED Level 5>

☐ 2 <ISCED Level 5B>

☐ 3 <ISCED Level 5A>

☐ 4 <ISCED Level 6>

4. How many years of work experience do you have?

Please write a number in each row. Write 0 (zero) if none.

Count part of a year as 1 year.

TC2G04A a) └┴┘ Year(s) working as a principal at this school

TC2G04B b) └┴┘ Year(s) working as a principal in total

TC2G04C c) └┴┘ Year(s) working in other school management roles (do not include years working as a principal)

TC2G04D d) └┴┘ Year(s) working as a teacher in total (include any years of teaching)

TC2G04E e) └┴┘ Year(s) working in other jobs

5. What is your current employment status as a principal?

Please mark one choice.

TC2G05

- ☐1 Full-time (90% or more of full-time hours) without teaching obligation
- ☐2 Full-time (90% or more of full-time hours) with teaching obligation
- ☐3 Part-time (less than 90% of full-time hours) without teaching obligation
- ☐4 Part-time (less than 90% of full-time hours) with teaching obligation

6. Did the formal education you completed include the following and, if yes, was this before or after you took up a position as principal?

Please mark one choice in each row.

		Before	After	Before and after	Never
TC2G06A	a) School administration or principal training programme or course	☐1	☐2	☐3	☐4
TC2G06B	b) Teacher training/education programme or course	☐1	☐2	☐3	☐4
TC2G06C	c) Instructional leadership training or course	☐1	☐2	☐3	☐4

7. During the last 12 months, did you participate in any of the following professional development activities aimed at you as a principal, and if yes, for how many days?

Professional development is defined as activities that aim to develop an individual's professional skills and knowledge.

Please indicate 'Yes' or 'No' in part (A) for each of the activities listed below. If 'Yes' in part (A), please specify the number of days spent on the activity in part (B).

Please sum up activities in full days (a full day is 6-8 hours). Please include activities taking place during weekends, evenings or other off work hours.

		(A) Participation		(B) Duration in days
		Yes	No	
TC2G07A1-A2	a) In a professional network, mentoring or research activity	☐1	☐2	☐☐☐
TC2G07B1-B2	b) In courses, conferences or observational visits	☐1	☐2	☐☐☐
TC2G07C1-C2	c) Other	☐1	☐2	☐☐☐

8. How strongly do you agree or disagree that the following present barriers to your participation in professional development?

Please mark one choice in each row.

			Strongly disagree	Disagree	Agree	Strongly agree
TC2G08A	a)	I do not have the pre-requisites (e.g. qualifications, experience, seniority).	☐ 1	☐ 2	☐ 3	☐ 4
TC2G08B	b)	Professional development is too expensive/unaffordable.	☐ 1	☐ 2	☐ 3	☐ 4
TC2G08C	c)	There is a lack of employer support.	☐ 1	☐ 2	☐ 3	☐ 4
TC2G08D	d)	Professional development conflicts with my work schedule.	☐ 1	☐ 2	☐ 3	☐ 4
TC2G08E	e)	I do not have time because of family responsibilities. ...	☐ 1	☐ 2	☐ 3	☐ 4
TC2G08F	f)	There is no relevant professional development offered.	☐ 1	☐ 2	☐ 3	☐ 4
TC2G08G	g)	There are no incentives for participating in such activities.	☐ 1	☐ 2	☐ 3	☐ 4

School Background Information

9. Which best describes this school's location?

Please mark one choice.

TC2G09

- ☐1 [Hamlet or rural area] (1,000 people or fewer)
- ☐2 [Village] (1,001 to 3,000 people)
- ☐3 [Small town] (3,001 to 15,000 people)
- ☐4 [Town] (15,001 to 100,000 people)
- ☐5 [City] (100,001 to 1,000,000 people)
- ☐6 [Large city] (more than 1,000,000 people)

10. Is this school publicly- or privately-managed?

Please mark one choice.

TC2G10

☐1 Publicly-managed

This is a school managed by a public education authority, government agency, municipality, or governing board appointed by government or elected by public franchise.

☐2 Privately-managed

This is a school managed by a non-government organisation; e.g. a {church,} trade union, business or other private institution.

11. Thinking about the funding of this school in a typical year, which of the following applies?

Please mark one choice in each row.

		Yes	No
TC2G11A	a) 50% or more of the school's funding comes from the <government>. *Includes departments, municipal, local, regional, state and national*	☐1	☐2
TC2G11B	b) Teaching personnel are funded by the <government>. *Includes departments, municipal, local, regional, state and national*	☐1	☐2

12. For each type of position listed below, please indicate the number of staff (head count) currently working in this school.

Staff may fall into multiple categories.

Please write a number in each row. Write 0 (zero) if there are none.

TC2G12A	a)	⌊_⌊_⌊_⌋	Teachers, irrespective of the grades/ages they teach *Those whose main professional activity at this school is the provision of instruction to students*
TC2G12B	b)	⌊_⌊_⌊_⌋	Personnel for pedagogical support, irrespective of the grades/ages they support *Including all teacher aides or other non-teaching professionals who provide instruction or support teachers in providing instruction, professional curriculum/instructional specialists, educational media specialists, psychologists {and nurses}*
TC2G12C	c)	⌊_⌊_⌊_⌋	School administrative personnel *Including receptionists, secretaries, and administration assistants*
TC2G12D	d)	⌊_⌊_⌊_⌋	School management personnel *Including principals, assistant principals, and other management staff whose main activity is management*
TC2G12E	e)	⌊_⌊_⌊_⌋	Other staff

13. Are the following <ISCED levels> and/or programmes taught in this school and, if yes, are there other schools in your location that compete for students at that level and/or programme?

Please indicate 'Yes' or 'No' in part (A) for each of the levels and/or programmes listed below.

If 'Yes' in part (A), please indicate in part (B) the number of other schools in this location that compete for your students.

			(A) Level/programme taught		(B) Competition		
			Yes	No	Two or more other schools	One other school	No other schools
TC2G13A1-A2	a)	<ISCED Level 0>	☐1	☐2	☐1	☐2	☐3
TC2G13B1-B2	b)	<ISCED Level 1>	☐1	☐2	☐1	☐2	☐3
TC2G13C1-C2	c)	<ISCED Level 2>	☐1	☐2	☐1	☐2	☐3
TC2G13D1-D2	d)	<ISCED Level 3> general education programmes	☐1	☐2	☐1	☐2	☐3
TC2G13E1-E2	e)	<ISCED Level 3> vocational or technical education programmes	☐1	☐2	☐1	☐2	☐3

14. What is the current school enrolment, i.e. the number of students of all grades/ages in this school?

TC2G14 *Please write a number.*

|_|_|_|_|_| Students

15. Please estimate the broad percentage of [<ISCED level x> or 15-year-old] students in this school who have the following characteristics.

<Special need students cover those for whom a special learning need has been formally identified because they are mentally, physically, or emotionally disadvantaged. [Often they will be those for whom additional public or private resources (personnel, material or financial) have been provided to support their education.]>

<'Socioeconomically disadvantaged homes' refers to homes lacking the basic necessities or advantages of life, such as adequate housing, nutrition or medical care.>

Students may fall into multiple categories. Please mark one choice in each row.

		None	1% to 10%	11% to 30%	31% to 60%	More than 60%
TC2G15A	a) Students whose [first language] is different from the language(s) of instruction or from a dialect of this/these languages(s)	☐1	☐2	☐3	☐4	☐5
TC2G15B	b) Students with special needs	☐1	☐2	☐3	☐4	☐5
TC2G15C	c) Students from socioeconomically disadvantaged homes	☐1	☐2	☐3	☐4	☐5

School Leadership

16. Do you have a school management team?

'School management team' refers to a group within the school that has responsibilities for leading and managing the school in decisions such as those involving instruction, use of resources, curriculum, assessment and evaluation, and other strategic decisions related to the appropriate functioning of the school.

Please mark one choice.

TC2G16

☐ 1 Yes

☐ 2 No → **Please go to Question [18].**

17. Are the following currently represented on your school management team?

Please mark one choice in each row.

			Yes	No
TC2G17A	a)	You, as principal	☐ 1	☐ 2
TC2G17B	b)	[Vice/deputy principal or assistant principal]	☐ 1	☐ 2
TC2G17C	c)	Financial manager	☐ 1	☐ 2
TC2G17D	d)	Department heads	☐ 1	☐ 2
TC2G17E	e)	Teachers	☐ 1	☐ 2
TC2G17F	f)	Representative(s) from school <governing boards>	☐ 1	☐ 2
TC2G17G	g)	Parents or guardians	☐ 1	☐ 2
TC2G17H	h)	Students	☐ 1	☐ 2
TC2G17I	i)	Other	☐ 1	☐ 2

18. Regarding this school, who has a significant responsibility for the following tasks?

A 'significant responsibility' is one where an active role is played in decision making.

Please mark as many choices as appropriate in each row.

			You, as principal	Other members of the school manage-ment team	Teachers (not as a part of the school manage-ment team)	School <governing board>	<Local, municipality /regional, state, or national/ federal> authority
TC2G18A1-A5	a)	Appointing or hiring teachers	☐ 1	☐ 1	☐ 1	☐ 1	☐ 1
TC2G18B1-B5	b)	Dismissing or suspending teachers from employment	☐ 1	☐ 1	☐ 1	☐ 1	☐ 1
TC2G18C1-C5	c)	Establishing teachers' starting salaries, including setting payscales	☐ 1	☐ 1	☐ 1	☐ 1	☐ 1
TC2G18D1-D5	d)	Determining teachers' salary increases	☐ 1	☐ 1	☐ 1	☐ 1	☐ 1
TC2G18E1-E5	e)	Deciding on budget allocations within the school	☐ 1	☐ 1	☐ 1	☐ 1	☐ 1
TC2G18F1-F5	f)	Establishing student disciplinary policies and procedures	☐ 1	☐ 1	☐ 1	☐ 1	☐ 1
TC2G18G1-G5	g)	Establishing student assessment policies, including <national/regional> assessments	☐ 1	☐ 1	☐ 1	☐ 1	☐ 1
TC2G18H1-H5	h)	Approving students for admission to the school	☐ 1	☐ 1	☐ 1	☐ 1	☐ 1
TC2G18I1-I5	i)	Choosing which learning materials are used	☐ 1	☐ 1	☐ 1	☐ 1	☐ 1
TC2G18J1-J5	j)	Determining course content, including <national/regional> curricula	☐ 1	☐ 1	☐ 1	☐ 1	☐ 1
TC2G18K1-K5	k)	Deciding which courses are offered	☐ 1	☐ 1	☐ 1	☐ 1	☐ 1

19. On average throughout the school year, what percentage of time in your role as a principal do you spend on the following tasks in this school?

Rough estimates are sufficient. Please write a number in each row. Write 0 (zero) if none.

Please ensure that responses add up to 100%.

TC2G19A	a)	☐☐☐	%	Administrative and leadership tasks and meetings *Including human resource/personnel issues, regulations, reports, school budget, preparing timetables and class composition, strategic planning, leadership and management activities, responding to requests from district, regional, state, or national education officials*
TC2G19B	b)	☐☐☐	%	Curriculum and teaching-related tasks and meetings *Including developing curriculum, teaching, classroom observations, student evaluation, mentoring teachers, teacher professional development*
TC2G19C	c)	☐☐☐	%	Student interactions *Including counselling and conversations outside structured learning activities, discipline*
TC2G19D	d)	☐☐☐	%	Parent or guardian interactions *Including formal and informal interactions*
TC2G19E	e)	☐☐☐	%	Interactions with local and regional community, business and industry
TC2G19F	f)	☐☐☐	%	Other
		100	**%**	**Total**

20. Please indicate if you engaged in the following in this school during the last 12 months.

If you have not been a principal in this school for 12 months, please indicate if you engaged in the following since you started working as a principal in this school.

Please mark one choice in each row.

			Yes	No
TC2G20A	a)	I used student performance and student evaluation results (including national/international assessments) to develop the school's educational goals and programmes.	☐ 1	☐ 2
TC2G20B	b)	I worked on a professional development plan for this school.	☐ 1	☐ 2

21. Please indicate how frequently you engaged in the following in this school during the last 12 months.

Please mark one choice in each row.

			Never or rarely	Sometimes	Often	Very often
TC2G21A	a)	I collaborated with teachers to solve classroom discipline problems.	☐1	☐2	☐3	☐4
TC2G21B	b)	I observed instruction in the classroom.	☐1	☐2	☐3	☐4
TC2G21C	c)	I took actions to support co-operation among teachers to develop new teaching practices.	☐1	☐2	☐3	☐4
TC2G21D	d)	I took actions to ensure that teachers take responsibility for improving their teaching skills.	☐1	☐2	☐3	☐4
TC2G21E	e)	I took actions to ensure that teachers feel responsible for their students' learning outcomes. ..	☐1	☐2	☐3	☐4
TC2G21F	f)	I provided parents or guardians with information on the school and student performance.	☐1	☐2	☐3	☐4
TC2G21G	g)	I checked for mistakes and errors in school administrative procedures and reports.	☐1	☐2	☐3	☐4
TC2G21H	h)	I resolved problems with the lesson timetable in this school.	☐1	☐2	☐3	☐4
TC2G21I	i)	I collaborated with principals from other schools. ...	☐1	☐2	☐3	☐4

22. How strongly do you agree or disagree with these statements as applied to this school?

Please mark one choice in each row.

			Strongly disagree	Disagree	Agree	Strongly agree
TC2G22A	a)	This school provides staff with opportunities to actively participate in school decisions.	☐1	☐2	☐3	☐4
TC2G22B	b)	This school provides parents or guardians with opportunities to actively participate in school decisions.	☐1	☐2	☐3	☐4
TC2G22C	c)	This school provides students with opportunities to actively participate in school decisions.	☐1	☐2	☐3	☐4
TC2G22D	d)	I make the important decisions on my own.	☐1	☐2	☐3	☐4
TC2G22E	e)	There is a collaborative school culture which is characterised by mutual support.	☐1	☐2	☐3	☐4

23. Do you have a school <governing board>?

Please mark one choice.

TC2G23	☐1	Yes
	☐2	No → **Please go to Question [25].**

24. Are the following currently represented on this school's <governing board>?

Please mark one choice in each row.

			Yes	No
TC2G24A	a)	Representatives of a <local, municipality/regional, state, or national/federal> authority	☐1	☐2
TC2G24B	b)	Members of the school management team	☐1	☐2
TC2G24C	c)	School administrative personnel	☐1	☐2
TC2G24D	d)	Teachers	☐1	☐2
TC2G24E	e)	Parents or guardians	☐1	☐2
TC2G24F	f)	Students	☐1	☐2
TC2G24G	g)	Trade unions	☐1	☐2
TC2G24H	h)	Representatives of business {labour market institutions, a church,} or other private institutions	☐1	☐2
TC2G24I	i)	Others	☐1	☐2

25. During this school year, does this school provide any of the following to parents or guardians?

Please mark one choice in each row.

			Yes	No
TC2G25A	a)	Workshops or courses for parents or guardians	☐1	☐2
TC2G25B	b)	Services to support parents' or guardians' participation, such as providing child care	☐1	☐2
TC2G25C	c)	Support for parental association(s)	☐1	☐2
TC2G25D	d)	Parental meeting(s)	☐1	☐2

26. To what extent do the following limit your effectiveness as a principal in this school?

'A career-based wage system' is used when an employee's salary is determined mainly by his or her educational level and age or seniority rather than by his or her performance on the job.

Please mark one choice in each row.

			Not at all	Very little	To some extent	A lot
TC2G26A	a)	Inadequate school budget and resources	☐ 1	☐ 2	☐ 3	☐ 4
TC2G26B	b)	Government regulation and policy	☐ 1	☐ 2	☐ 3	☐ 4
TC2G26C	c)	Teachers' absences	☐ 1	☐ 2	☐ 3	☐ 4
TC2G26D	d)	Lack of parent or guardian involvement and support	☐ 1	☐ 2	☐ 3	☐ 4
TC2G26E	e)	Teachers' career-based wage system	☐ 1	☐ 2	☐ 3	☐ 4
TC2G26F	f)	Lack of opportunities and support for my own professional development	☐ 1	☐ 2	☐ 3	☐ 4
TC2G26G	g)	Lack of opportunities and support for teachers' professional development	☐ 1	☐ 2	☐ 3	☐ 4
TC2G26H	h)	High workload and level of responsibilities in my job	☐ 1	☐ 2	☐ 3	☐ 4
TC2G26I	i)	Lack of shared leadership with other school staff members	☐ 1	☐ 2	☐ 3	☐ 4

Teacher Formal Appraisal

In this section, 'appraisal' is defined as when a teacher's work is reviewed by the principal, an external inspector or by his or her colleagues. Here, it is defined as a more formal approach (e.g. as part of a formal performance management system, involving set procedures and criteria) rather than a more informal approach (e.g. through informal discussions).

27. On average, how often is each teacher formally appraised in this school by the following people?

Please mark one choice in each row.

If none of the response choices reflect your school's situation, please choose the one that is closest to it.

			Never	Less than once every two years	Once every two years	Once per year	Twice or more per year
TC2G27A	a)	You, as principal	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
TC2G27B	b)	Other members of the school management team	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
TC2G27C	c)	Assigned mentors	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
TC2G27D	d)	Teachers (who are not part of the school management team)	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
TC2G27E	e)	External individuals or bodies (e.g. inspectors, municipality representatives, districts/jurisdictions office personnel, or other persons from outside the school)	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5

If you answered 'Never' to each of the above → Please go to Question [30].

28. Who performs the following tasks as part of the formal appraisal of teachers' work in this school?

Please mark as many choices as appropriate in each row.

			External individuals or bodies	You, as principal	Member(s) of school manage-ment team	Assigned mentors	Other teachers (not a part of the manage-ment team)	Not used in this school
TC2G28A1-A6	a)	Direct observation of classroom teaching	☐1	☐1	☐1	☐1	☐1	☐1
TC2G28B1-B6	b)	Student surveys about teaching	☐1	☐1	☐1	☐1	☐1	☐1
TC2G28C1-C6	c)	Assessments of teachers' content knowledge	☐1	☐1	☐1	☐1	☐1	☐1
TC2G28D1-D6	d)	Analysis of students' test scores	☐1	☐1	☐1	☐1	☐1	☐1
TC2G28E1-E6	e)	Discussion of teachers' self-assessments of their work (e.g. presentation of a portfolio assessment)	☐1	☐1	☐1	☐1	☐1	☐1
TC2G28F1-F6	f)	Discussion about feedback received by parents or guardians	☐1	☐1	☐1	☐1	☐1	☐1

29. Please indicate the frequency that each of the following occurs in this school following a teacher appraisal.

Please mark one choice in each row.

			Never	Sometimes	Most of the time	Always
TC2G29A	a)	Measures to remedy any weaknesses in teaching are discussed with the teacher.	☐1	☐2	☐3	☐4
TC2G29B	b)	A development or training plan is developed for each teacher.	☐1	☐2	☐3	☐4
TC2G29C	c)	If a teacher is found to be a poor performer, material sanctions such as reduced annual increases in pay are imposed on the teacher.	☐1	☐2	☐3	☐4
TC2G29D	d)	A mentor is appointed to help the teacher improve his/her teaching.	☐1	☐2	☐3	☐4
TC2G29E	e)	A change in a teacher's work responsibilities (e.g. increase or decrease in his/her teaching load or administrative/managerial responsibilities)	☐1	☐2	☐3	☐4
TC2G29F	f)	A change in a teacher's salary or a payment of a financial bonus	☐1	☐2	☐3	☐4
TC2G29G	g)	A change in the likelihood of a teacher's career advancement	☐1	☐2	☐3	☐4
TC2G29H	h)	Dismissal or non-renewal of contract	☐1	☐2	☐3	☐4

School Climate

30. How strongly do you agree or disagree with these statements as applied to this school?

Please mark one choice in each row.

			Strongly disagree	Disagree	Agree	Strongly agree
TC2G30A	a)	The school staff share a common set of beliefs about schooling/learning.	☐1	☐2	☐3	☐4
TC2G30B	b)	There is a high level of co-operation between the school and the local community.	☐1	☐2	☐3	☐4
TC2G30C	c)	School staff have an open discussion about difficulties.	☐1	☐2	☐3	☐4
TC2G30D	d)	There is mutual respect for colleagues' ideas.	☐1	☐2	☐3	☐4
TC2G30E	e)	There is a culture of sharing success.	☐1	☐2	☐3	☐4
TC2G30F	f)	The relationships between teachers and students are good.	☐1	☐2	☐3	☐4

31. Is this school's capacity to provide quality instruction currently hindered by any of the following issues?

Please mark one choice in each row.

			Not at all	Very little	To some extent	A lot
TC2G31A	a)	Shortage of qualified and/or [well performing] teachers	☐1	☐2	☐3	☐4
TC2G31B	b)	Shortage of teachers with competence in teaching students with special needs	☐1	☐2	☐3	☐4
TC2G31C	c)	Shortage of vocational teachers	☐1	☐2	☐3	☐4
TC2G31D	d)	Shortage or inadequacy of instructional materials (e.g. textbooks)	☐1	☐2	☐3	☐4
TC2G31E	e)	Shortage or inadequacy of computers for instruction	☐1	☐2	☐3	☐4
TC2G31F	f)	Insufficient Internet access	☐1	☐2	☐3	☐4
TC2G31G	g)	Shortage or inadequacy of computer software for instruction	☐1	☐2	☐3	☐4
TC2G31H	h)	Shortage or inadequacy of library materials	☐1	☐2	☐3	☐4
TC2G31I	i)	Shortage of support personnel	☐1	☐2	☐3	☐4

32. In this school, how often do the following occur?

Please mark one choice in each row.

	By students in this school:	Never	Rarely	Monthly	Weekly	Daily
TC2G32A	a) Arriving late at school	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
TC2G32B	b) Absenteeism (i.e. unjustified absences)	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
TC2G32C	c) Cheating	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
TC2G32D	d) Vandalism and theft	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
TC2G32E	e) Intimidation or verbal abuse among students (or other forms of non-physical bullying)	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
TC2G32F	f) Physical injury caused by violence among students	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
TC2G32G	g) Intimidation or verbal abuse of teachers or staff	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
TC2G32H	h) Use/possession of drugs and/or alcohol ...	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
	By teachers in this school:	Never	Rarely	Monthly	Weekly	Daily
TC2G32I	i) Arriving late at school	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
TC2G32J	j) Absenteeism (i.e. unjustified absences)	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
TC2G32K	k) Discrimination (e.g. based on gender, ethnicity, religion, or disability, etc.)	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5

Teacher Induction and Mentoring

The following section includes questions on induction and mentoring.

An 'induction programme' is defined as a structured range of activities at school to support new teachers' introduction into the teaching profession/school. Student teachers still within the teacher education programme are not included. An induction programme could include peer work with other new teachers, mentoring by experienced teachers, etc. The formal arrangement could be defined by your school, or in relation to other schools, or by educational authorities/external agencies.

'Mentoring' is defined as a support structure at schools where more experienced teachers support less experienced teachers. This structure might involve all teachers in the school or only new teachers.

33. Do new teachers at this school have access to an induction programme?

Please mark one choice in each row.

			Yes	No
TC2G33A	a)	There is an induction programme for new teachers.	☐ 1	☐ 2
TC2G33B	b)	There are <u>informal</u> induction activities for new teachers not part of an induction programme.	☐ 1	☐ 2
TC2G33C	c)	There is a general and/or administrative introduction to the school for new teachers.	☐ 1	☐ 2

If you answered 'No' to a) → Please go to Question [36].

34. Which teachers at this school are offered an induction programme?

Please mark one choice.

TC2G34

☐ 1 All teachers who are new to this school

☐ 2 Only teachers new to teaching

35. What structures and activities are included in this induction programme?

Please mark as many choices as appropriate.

TC2G35A ☐ 1 Mentoring by experienced teachers

TC2G35B ☐ 1 Courses/seminars

TC2G35C ☐ 1 Scheduled meetings with principal and/or colleague teachers

TC2G35D ☐ 1 A system of peer review

TC2G35E ☐ 1 Networking/virtual communities

TC2G35F ☐ 1 Collaboration with other schools

TC2G35G ☐ 1 Team teaching (together with more experienced teachers)

TC2G35H ☐ 1 A system of diaries/journals, portfolios, etc. to facilitate learning and reflection

TC2G35I ☐ 1 None of the above

36. Do teachers at your school have access to a mentoring system?

Please mark one choice.

TC2G36

- ☐1 Yes, but only teachers who are new to teaching, i.e. in their first job as teachers, have access.
- ☐2 Yes, all teachers who are new to this school have access.
- ☐3 Yes, all teachers at this school have access.
- ☐4 No, at present there is no access to a mentoring system for teachers in this school.
  → **Please go to Question [38]**.

37. Is the mentor's main subject field(s) the same as that of the teacher being mentored?

Please mark one choice.

TC2G37

- ☐1 Yes, most of the time
- ☐2 Yes, sometimes
- ☐3 No, rarely or never

38. How would you generally rate the importance of mentoring for teachers and schools?

Please mark one choice in each row.

		Not important at all	Of low importance	Of moderate importance	Of high importance
TC2G38A	a) To improve teachers' pedagogical competence	☐1	☐2	☐3	☐4
TC2G38B	b) To strengthen teachers' professional identity	☐1	☐2	☐3	☐4
TC2G38C	c) To improve teachers' collaboration with colleagues .	☐1	☐2	☐3	☐4
TC2G38D	d) To support less experienced teachers in their teaching	☐1	☐2	☐3	☐4
TC2G38E	e) To expand teachers' main subject(s) knowledge	☐1	☐2	☐3	☐4
TC2G38F	f) To improve students' general performance	☐1	☐2	☐3	☐4

Job Satisfaction

39. Finally, we would like to know how you generally feel about your job. How strongly do you agree or disagree with the following statements?

Please mark one choice in each row.

			Strongly disagree	Disagree	Agree	Strongly agree
TC2G39A	a)	The advantages of this profession clearly outweigh the disadvantages.	☐ 1	☐ 2	☐ 3	☐ 4
TC2G39B	b)	If I could decide again, I would still choose this job/position.	☐ 1	☐ 2	☐ 3	☐ 4
TC2G39C	c)	I would like to change to another school if that were possible.	☐ 1	☐ 2	☐ 3	☐ 4
TC2G39D	d)	I regret that I decided to become a principal.	☐ 1	☐ 2	☐ 3	☐ 4
TC2G39E	e)	I enjoy working at this school.	☐ 1	☐ 2	☐ 3	☐ 4
TC2G39F	f)	I would recommend my school as a good place to work.	☐ 1	☐ 2	☐ 3	☐ 4
TC2G39G	g)	I think that the teaching profession is valued in society.	☐ 1	☐ 2	☐ 3	☐ 4
TC2G39H	h)	I am satisfied with my performance in this school. .	☐ 1	☐ 2	☐ 3	☐ 4
TC2G39I	i)	All in all, I am satisfied with my job.	☐ 1	☐ 2	☐ 3	☐ 4

This is the end of the questionnaire.

Thank you very much for your participation!

Please [National Return Procedures and Date]