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Name of field investigator: \_\_\_\_\_

**Centre of Excellence in Teacher Education  
Tata Institute of Social Sciences**

**Tool 3: Teacher Survey Questionnaire**

**Section 1- School profile**

1) Name of the school: \_\_\_\_\_

2) and 3) State and district:

**Name of the state**

- 1) Assam:
- 2) Meghalaya
- 3) Delhi
- 4) Chattisgarh
- 5) Orissa
- 6) Karnataka
- 7) Telangana
- 8) Punjab
- 9) Maharashtra
- 10) Bihar

**District 1**

- Darrang
- Ribhoi
- South East
- Sukma
- Nabarangpur
- Yadgir
- Bhadradi-Kothagudem
- Morga
- Nandurbar
- Muzaffarpur

**District 2**

- Kamrup Metro
- East Khasi Hills
- New Delhi
- Raipur
- Khordha
- Bangalore urban
- Hyderabad
- Chandigarh/ Mohali
- Mumbai
- Patna

4) Tehsil/block: \_\_\_\_\_

5) UDISE code: \_\_\_\_\_

**Section 2- Teacher profile**

6) Please mention your name (optional) \_\_\_\_\_

7) Date of Birth: DD/MM/YYYY

8) Gender- Male/ Female/ others

9) Marital status- Married/ Unmarried

10) Do you have children? Yes/ No

11) If yes, how many children do you have?

- a) 0      b) 1      c) 2      d) 3      e) 4      f) 5 and above

12) How many members are in your household? \_\_\_\_\_ (enter no.)

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13) Please mention your social category:

- a) General      b) OBC      c) SC      d) ST      e) minority      f) Others

14) Years of experience in the following:

Write 0 if none, please enter a whole number

- a) \_\_\_ Years working as a teacher in this school  
b) \_\_\_ Years working as a teacher in total  
c) \_\_\_ years working in other non-education roles (pvt. Job, labs, etc)

15a. When did you get your first teaching job? YYYY

15b. Select the type of your current employment:

Choice A: regular/permanent/long term **contract (3 years or more)**

Choice B: temporary/adhoc/short term contract **(less than 3 years)**

15c. **If you are regular/permanent/long term contract teacher, when were you recruited? (YYYY)**

16a. Have you ever served as a BRP or CRP? Y/N

16b. Have you been/are you a KRP for state textbooks or training? Y/N

16c. Are you/have you been a school curriculum/section/subject group lead? Y/N

17. Date of joining **your present/current** position. (MM/YYYY)

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

10/ 12/ UG/ PG/ MPhil/ Phd/ others

19. Formal Education: (tick the appropriate)

a) Class 12: PCMB/ PCM/ Science without maths/Social science/Arts/ Commerce/Others/ NA

b) Graduation: BA Social Science/ **BA languages/BSc (Science with maths) BSc (science without maths)** /B.Com/B.E/ B.Tech/Other professional degrees/BBA/others/ NA

c) PostGraduation: MA **(language/literature), MA (Social Science subjects)**/ **MSC (Sc with maths, MSc (Science without maths))**/M.Com/M.E/M.Tech/Other professional degrees/ MBA/Others/NA

20 a. **Select the the first professional teaching** certification you have completed?

B.Ed/BA or BSc Ed/ D.Ed/D.El.Ed/B.El.Ed/ DPEd/BPED/ CPED/ NTT/ DPSE/ Spl.Ed/ others/ not applicable

**20 B. In which year did you complete the first professional teaching certification? YYYY**

**C. What was the name of the college (please write NA if it was distance mode) from where you completed the the first professional teaching certification?**

**D. What was the board/university from where you completed the the first professional teaching certification ?**

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E. What was the medium of instruction of your first professional educational qualification?

21a) .Have you done a second teaching professional qualification: Y/N/NA

b) If yes, in which year did you complete your second teaching professional qualification? YYYYc) What was the name of the college (please write NA if it was distance mode) from where you completed the second professional teaching certification?d) What was the board/university from where you completed the second professional teaching certification ?e) What was the medium of instruction of your second professional educational qualification ?

22 a) When did you complete your academic qualification?

Academic Qualification	Received before joining teaching	Received after/ while in teaching	Not applicable
12th			
Graduation(BA/ BSc etc)			
Post-graduation (MA/ MSc etc)			
Others			

22 b) Mode of the educational degree completed in

Academic Qualification	Regular/Full-time	part-time	Distance mode	Not applicable
12th				
Graduation				
Post-graduation				
Others				

23. Mention the district where you completed schooling (Class 10/12).

24. Mention the state where you completed schooling (Class 10/12).

25. Was English the medium of instruction in class 12?

Yes/ No

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26) Professional educational Qualification:

Professional Qualification	Before joining teaching	While/After joining teaching	Not applicable
B.Ed/BA or BSc Ed			
D.Ed/ D.El.Ed			
B.El.Ed			
DPED/ CPED			
BPED			
NTT/ DPSE			
Spl.ed			
Others			

27 .Mode of the Professional educational Qualification:

Professional Qualification	Full-time	part-time	distance	Not applicable
B.Ed/BA or BSc Ed				
D.Ed/ D.El.Ed				
B.El.Ed				
DPED/ CPED				
BPED				
NTT/ DPSE				
Spl.ed				
Others				

28. Have you completed any certification/ training in ICT(computer/ Tech courses):  
Yes/ No

29. Do you have any special education certification/training?

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Yes/ No

30. If yes, who conducted the training/ issued certificate?

31. Which are the subjects and classes you are teaching currently?

32. Are you are teaching any subject for which you do not have an academic qualification (for example: have degree in chemistry but teaching maths) ?

Yes/ NO

33. Which of the following was the process of your recruitment for the current job? (Tick all that apply)

- a) Direct govt. Recruitment or transfer
- b) Interview (only)
- c) Interview and Demo- class
- d) Application
- e) Test/ exams
- f) Reference
- g) None of the above
- h) Others

34. What is the type of employment contract do you have?

- a) Govt. order/ appointment letter
- b) Service contract (less than 2 years)
- c) Service contract (more than 2 years)
- d) Oral agreement

35. Do you have TET qualifications? Yes/ No.

36. How many times did you attempt TET? \_\_\_\_\_ (number)

### **Section- 3**

37. How long does it take to reach school and what is your mode of travel? \_\_\_\_\_

38. Mention the languages that you have a working knowledge.

- a) Language 1 \_\_\_\_\_
- b) Language 2 \_\_\_\_\_
- c) Language 3 \_\_\_\_\_

39. Are you part of any teacher network? -Yes/ No

40. Are you part of any teacher union? Yes/ No

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**Section 4- Working conditions**

41. How strongly do you agree or disagree that you have control over the following areas of your planning and teaching in you class?

**Please mark (√) one choice in each row.**

	Strongly disagree	Disagree	Agree	Strongly agree
a) Planning the lesson				
b) Selecting teaching methods				
c) Assessing students' learning				
d) Discipling students				
e) Determining the amount of homework to be assigned				

42. What are the co-curricular/ other responsibilities you have? (Tick all that apply)

- a) Responsible for PT classes
- b) Cultural and other events
- c) Maintaining data
- d) Mid-day meal and milk distribution
- e) Other responsibilities \_\_\_\_\_

43. What are the school timings? \_\_\_\_\_

44. How many periods do you teach in a week? \_\_\_\_\_(Enter no.)

45. How many periods do you have substitution in a week? \_\_\_\_\_ (Enter no.)

46. Approximately how many hours do you spend on the following tasks in a week.

**Please mark (√) one choice in each row.**

Task	Never	Less than 1 hour	1-3 hours	More than 3 hours
a) Lesson planning				
b) Team work with colleagues				
c) Correcting students' work				
d) Counselling students				
e) Mentoring/ guiding other teachers				
f) Administrative work				

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g) Professional development work				
h) Preparation of resources or TLMs				
i) Communication with parents				
j) Engaging in extra-curricular activities				
k) Other tasks				

47. What are the tasks you take home/ or school-related tasks that you do at home?

(Tick (√) all that apply)

- a) Note book correction
- b) Lesson and weekly planning
- c) Paper correction
- d) Parents of children call me in the evening
- e) others

48 a) Are you able to conduct lab activities and other group activities?

Often/ Sometimes/ Never

48 b) Do you have easy access to resources for activities?

Yes/ No

### Section 5- Motivation and aspirations

49. Where do you see yourself five years from now?

- a) Working in a government school
- b) Better paying private job
- c) Move to teach in high school or higher classes
- d) Move to teach subjects of my choice
- e) Promotion/ better pay in the same school
- f) Apply for other government jobs (SSA, bank, railway, police etc.)
- g) None of the above
- h) others- please mention

50. Will you recommend teaching as a profession to your children? Yes/ No/ Maybe

51. Teaching was my career of choice:strongly disagree/ disagree/ agree/ strongly agree

52. If Yes, what was the reason for choosing the career?

- a) Govt. job
- b) Safe and secure environment for women
- c) respect of the profession

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- d) family suggested
- e) other reasons
- f) NA

**Section 6- Job Satisfaction and service conditions**

53. How important were the following for you to choose teaching as a career?

*Please mark (✓) one choice in each row.*

	Of low importance	Of low importance	Of moderate importance	Of high importance
a) Teaching would offer a steady career path.				
b) Teaching would provide a reliable income.				
c) Teaching is a secure job				
d) The teaching schedule (e.g. hours, holidays, part-time positions) is good. I can manage work and family.				
e) Teaching will allow me to work with children and young people.				
f) Teaching will allow me to provide a contribution to Society.				

54. What do you not like about the job? (Tick ( ) all that apply)

- a) Work pressure is high
- b) There are a lot of non-teaching responsibilities
- c) Salary is not good
- d) The class- size is not manageable/ high strength
- e) Too many NGOs/ training cause disruption in teaching
- f) The children are not interested
- g) Parents are not cooperative
- h) I have travel too far
- i) The school is remote or in a backward area
- j) I have to live away from my family
- k) Management does not value any initiatives
- l) Student’s disciplinary issues
- m) Others

55. What is your salary band?

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- a) Less than 10000
- b) Less than 20000
- c) Less than 30000
- d) Less than 40000
- e) Above 40000

56. From where/how is your salary being met?

- a) Government
- b) local body/Panchayat
- c) Management
- d) Service agency
- e) NGO
- f) Fellowship
- g) others

57. Do you get a salary during vacation? Yes/ No/ Not sure

58. Are you provided with the following benefits? (Tick ( ) all that apply)

- a) ESI/ health coverage
- b) PF
- c) Gratuity
- d) Pension
- e) Paid maternity leave
- f) Medical/ sick leave
- g) None

59. Are you conducting tuition classes currently (before or after school)?

Yes/ No

60. What other jobs do you do to get additional income?

- a) Agriculture
- b) Insurance agent
- c) Real estate
- d) Second- job
- e) None
- f) others

61. How do you avail leave?

- a) Orally inform
- b) Written application
- c) Apply through ERP/ app

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62. To what extent do the following occur in your experience as a teacher at this school?

Please mark (✓) one choice in each row.

	Not at all	To some extent	Quite a bit	A lot
a) I experience stress in my work				
b) My job negatively impacts my mental health				
c) My job negatively impacts my physical health				

63. Thinking about your job at this school, to what extent are the following sources of stress in your work?

Please mark (✓) one choice in each row.

	Not at all	To some extent	Quite a bit	A lot
a) Having too much lesson preparation				
Having too many lessons to teach				
c) Having too much marking				
d) Having too much administrative work to do (e.g filling out forms, data maintenance)				
e) Having extra duties due to absent teachers				
f) Being held responsible for students' achievement				
g) Maintaining classroom discipline				
h) Being intimidated or verbally abused by students				
i) Keeping up with changing requirements from (state, or govt authorities)				
j) Addressing parent or guardian concerns				
k) Modifying lessons for students with special needs				
l) Distance travelled to reach school				

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64. Support you receive (Tick ( ) that applies to you)

	Often	Sometimes	Never
a) Do you feel supported by your school management/ principal?			
b) Do you feel supported by your colleagues?			
c) Do you feel supported by the SMC/ parents?			

**Section 7- other details**

65. Do you own a personal smart phone?

Yes/ No

66. Do you own a laptop?

Yes/ No/ Share among other family members

**Section 8- Effects of COVID**

67. What changes do you see in your students after covid?

- a) Lack of motivation
- b) Mental health issues
- c) Better equipped with ICT
- d) Interested to be in school
- e) None of the above
- f) others

68. Did you lose your job during covid?

Yes/ No

69. Did you have pay cut during covid?

- a) One-fourth
- b) Half
- c) More than half
- d) none

70. What changes do you see in yourself after Covid?

- a) I am motivated to teach now
- b) I am losing interest in teaching now
- c) I am better equipped to use ICT

71. Would you be willing to be interviewed for this study? Yes/ No

72. If Yes, Please provide your phone number.

73. Are you teaching in a government school? Yes/ No

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**If yes, Section for government school teachers:**

74. Have you applied for a transfer? Yes/ No

75. Have you ever been transferred? \_\_\_\_\_