



QUESTIONNAIRE

TARGET GROUP: All educator staff (PL1, 2, 3 and 4)

Instructions for questionnaire

- Use a BLUE or BLACK pen. Please do not use a pencil.
- In the interest of confidentiality, you are not required to supply your name on the questionnaire.
- This questionnaire consists of SECTION A, SECTION B and SECTION C.
- Use the envelope provided to return the questionnaire.

A. BIOGRAPHICAL INFORMATION

Instruction: Place a CROSS in the appropriate box.

1. Gender

| | | | |
|------|--|--------|--|
| Male | | Female | |
|------|--|--------|--|

2. Age

| | | | | | | | |
|---------|--|---------|--|---------|--|-----|--|
| 21 - 30 | | 31 - 40 | | 41 - 50 | | 50+ | |
|---------|--|---------|--|---------|--|-----|--|

3. Your formal qualification is:

| | | | | | | | |
|-----------|--|-----|--|-----|--|---------------|--|
| Below M+3 | | M+3 | | M+4 | | M+5 and above | |
|-----------|--|-----|--|-----|--|---------------|--|

4. Nature of employment

| | | | | | |
|---------------|--|---------------|--|-----|--|
| GDE Permanent | | GDE Temporary | | SGB | |
|---------------|--|---------------|--|-----|--|

5. Years of teaching experience

| | | | | | | | |
|-------|--|--------|--|---------|--|------|--|
| 0 - 5 | | 6 - 10 | | 11 - 15 | | 16 + | |
|-------|--|--------|--|---------|--|------|--|

6. Period of service in current position in years

| | | | | | | | |
|-------|--|--------|--|---------|--|------|--|
| 0 - 5 | | 6 - 10 | | 11 - 15 | | 16 + | |
|-------|--|--------|--|---------|--|------|--|

7. Are you a member of the SMT?

| | | | |
|-----|--|----|--|
| Yes | | No | |
|-----|--|----|--|

B. SURVEY

Instruction: Place a CROSS in the appropriate box. If you answer YES, please write in the space provided your understanding of that term.

I understand what the following terms mean:

8. Leadership

| | | | |
|-----|--|----|--|
| Yes | | No | |
|-----|--|----|--|

If YES, write your understanding of leadership here:

9. Management

| | | | |
|-----|--|----|--|
| Yes | | No | |
|-----|--|----|--|

If YES, write your understanding of management here:

10. Teacher leadership

| | | | |
|-----|--|----|--|
| Yes | | No | |
|-----|--|----|--|

If YES, write your understanding of teacher leadership here:

Instruction: Place a CROSS in the column that most closely describes your opinion on the role of teacher leadership in this school.

Scale: 5= Strongly Agree 4= Agree 3= Not sure 2= Disagree 1= Strongly Disagree

| I believe: | 5 | 4 | 3 | 2 | 1 |
|-----------------------------------------------------------------------|---|---|---|---|---|
| 11. Leadership is limited to those in formal positions of leadership. | | | | | |
| 12. PL1 educators can only be leaders within their classrooms. | | | | | |
| 13. Only the SMT should make decisions in the school. | | | | | |
| 14. All PL1 educators can take on leadership roles in the school. | | | | | |

Any other (please specify) _____

Instruction: Place a CROSS in the column that most closely describes your opinion on how teacher leadership is developed in this school.

Scale: 5= Strongly Agree 4= Agree 3= Not sure 2= Disagree 1= Strongly Disagree

| At this school teacher leadership is: | 5 | 4 | 3 | 2 | 1 |
|---------------------------------------------------------------------------------------------|---|---|---|---|---|
| 15. Developed through in – service training provided by the SMT | | | | | |
| 16. Developed through in – service training provided by PL1 educators with expert knowledge | | | | | |
| 17. Developed informally | | | | | |
| 18. Not developed | | | | | |

Any other (please specify) _____

Instruction: Indicate the extent to which the following factors have facilitated your development as a teacher leader. Show your response by placing a CROSS in the appropriate box.

Scale: 4= Greatly facilitated my teacher leadership

3= Mildly facilitated my teacher leadership

2= Not sure

1= Has not facilitated my teacher leadership

| | 4 | 3 | 2 | 1 |
|----------------------------------------------------------------|---|---|---|---|
| 19. Senior management (Principal and Deputy Principal) | | | | |
| 20. Head of Department | | | | |
| 21. Local District Office (D9) | | | | |
| 22. Local Provincial Office (Head Office, Commissioner Street) | | | | |
| 23. Teacher Unions | | | | |
| 24. Informal teacher groups | | | | |

Any other (please specify) _____

Instruction: Indicate the extent to which the following factors have hindered your development as a teacher leader. Show your response by placing a CROSS in the appropriate box.

Scale: 4= Greatly hindered my teacher leadership

3= Mildly hindered my teacher leadership

2= Not sure

1= Has not hindered my teacher leadership

| | 4 | 3 | 2 | 1 |
|----------------------------------------------------------------|---|---|---|---|
| 25. Senior management (Principal and Deputy Principal) | | | | |
| 26. Head of Department | | | | |
| 27. Local District Office (D9) | | | | |
| 28. Local Provincial Office (Head Office, Commissioner Street) | | | | |
| 29. Teacher Unions | | | | |
| 30. Informal teacher groups | | | | |

Any other (please specify) _____

Instruction: Place a CROSS in the column that most closely describes how teacher leadership programmes are developed in this school.

Scale: 5= Strongly Agree 4= Agree 3= Not sure 2= Disagree 1= Strongly Disagree

| At this school teacher leadership programmes are: | 5 | 4 | 3 | 2 | 1 |
|------------------------------------------------------------|---|---|---|---|---|
| 31. Developed by identifying the needs of the PL1 educator | | | | | |
| 32. Developed by the SMT only | | | | | |
| 33. Developed by SMT and PL1 educators working together | | | | | |
| 34. Are not developed | | | | | |

Any other (please specify) _____

Instruction: Place a CROSS in the column that most closely describes how teacher leadership programmes are implemented in this school.

Scale: 5= Strongly Agree 4= Agree 3= Not sure 2= Disagree 1= Strongly Disagree

| At this school teacher leadership programmes are: | 5 | 4 | 3 | 2 | 1 |
|-----------------------------------------------------------|---|---|---|---|---|
| 35. Implemented through a formal plan | | | | | |
| 36. Implemented by the SMT only | | | | | |
| 37. Implemented by PL1 educators only | | | | | |
| 38. Implemented by SMT and PL1 educators working together | | | | | |
| 39. Are not implemented | | | | | |

Any other (please specify) _____

please turn over

Instruction: Place a CROSS in the column that most closely describes how teacher leadership programmes are evaluated in this school.

Scale: 5= Strongly Agree 4= Agree 3= Not sure 2= Disagree 1= Strongly Disagree

| At this school teacher leadership programmes are: | 5 | 4 | 3 | 2 | 1 |
|---------------------------------------------------------|---|---|---|---|---|
| 40. Evaluated through a formal plan | | | | | |
| 41. Evaluated by the SMT only | | | | | |
| 42. Evaluated by PL1 educators only | | | | | |
| 43. Evaluated by SMT and PL1 educators working together | | | | | |
| 44. Are not evaluated. | | | | | |

Any other (please specify) _____

C. OPEN – ENDED QUESTIONS

45. In your opinion, what are the necessary elements to make teacher leadership programmes effective in this school? Please briefly elaborate.

46. Is there anything else you would like to share about teacher leadership?

Thank you for your responses and your time.