

Cameroon PBF Evaluation
Endline questionnaire : Teachers
April 2025

Confidentiality: The information collected during this survey will remain confidential due to the terms of Law No. 91/023 on censuses and statistical surveys in Cameroon. This information may not be used for economic repression.

1. Interview information

Question number	Question	Response list	Response
	Enumerator first name		
	Enumerator last name		
	Enumerator ID		
	Survey supervisor first name		
	Survey supervisor last name		
	Survey supervisor ID		
	Survey date		
	Survey start time		

2. School identifying information

IDENTIFICATION							
In how many classrooms are students spread?							
Name of the teacher			Phone number of the teacher			Name of the school	classroom
							1=Class3 5=Class5
SURVEY IDENTIFICATION CODE							
Department of the survey	Arrondissement of the survey	Zone 1= Urban 2= Rural		School system 1= Francophone 2= Anglophone 3= Bilingual 4= Arabic		Number of the school in the municipality	

3. Teacher characteristics

Number	Question	Response
S3Q1a	How old are you? If not want do answer, propose interval. 1=Less than 25 2=[25-30[3=[30-35[4=[35-40[5=[40-45[6=[45-50[7=[50-55[8=[55-60[9=60 years old and more	_ _
S3Q1b	The Teacher is A 1= Man 2= Woman	_
S3Q2	What is the highest level of education you have completed? 1. Under from1 7. Lower six 2. From 1 8. Upper six 3. From 2 9.Advance level A/L+1 4. From 3 10. Advanced level A/L+2	_

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	5. From 4 6. From 5 11. Advanced level A/L+3 12. Advanced level A/L+4 or more	
S3Q3	What series did the director do during his secondary education (or series with which he obtained his highest diploma) - A - B - C - D - E - F - Other (specify)	
S3Q4	What education training did you receive to qualify as a teacher? 1. ENIEG public 2. ENIEG private 3. Validation of professional experience 4. No training	_
S3Q5	What is your highest obtained vocational degree? 1. No vocational degree 2. CAPI (Certificat d'Aptitude à la Profession d'instituteur - Teachers' Grade One Certificate) 3. CAPIEMP (Certificat d'Aptitude Pédagogique d'Instituteurs de l'Enseignement Maternel et Primaire Teachers' Grade One Certificate) 4. PAENI (Professeur Adjoint des Écoles Normales d'Instituteurs - Assistant Teacher for Teachers' Colleges) 5. CAPIET (Certificat d'Aptitude Pédagogique d'Instituteurs à l'Enseignement Technique - Teacher's Technical Education Certificate) 6. PENI (Professeur des écoles normales d'instituteurs)	_
S3Q6	Have you received additional on-the-job training (educational course, training seminar, educational resource and development centre...) during the past two years? Yes 2. No	_

4. Teaching

Number	Question	Response
S4Q1	When did you complete the education training before you were employed as a teacher? (If S3Q4 not equal to 4)	_ _ _ _
S4Q2	Which year did you begin formal teaching?	_ _ _ _
S4Q3	Which year did you begin teaching at this school?	_ _ _ _
S4Q4	What is your teacher status? 1. Civil servant/ Permanent state official for civil service Contractor 2. Contract teacher (IC)/(Contractual state official for civil service) 3. Contract teacher (IC 1-5) 4. Private school teacher (recruited and covered by the private school fund) 5. Community or volunteer teacher (recruited and covered by the community, parents, NGO...)	_

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	6. Volunteer 7. PTA Teacher 8. Council Teacher	
S4Q5	Is this position full time or part time? 1. Full time 2. Part time	<input type="checkbox"/>
S4Q5a	In which months are you paid (1=Yes 0=No)	0. No salary(integrating) 1. January 2. February 3. March 4. April 5. May 6. June 7. July 8. August 9. September 10. October 11. November 12. December
S4Q6	Which class or grade do you teach? Select all that apply. 1=Class1 2= Class 2 3= Class 3 4=Class 4 5= Class5 6=Class 6	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
S4Q7	How many teachers are present (teaching) in this classroom - Men - Women	<input type="checkbox"/> <input type="checkbox"/>
S4Q7a	If more than one teacher, is there a teacher specialization (language / mathematics) (1=Yes, 2=No)	<input type="checkbox"/>
S4Q7b	If more than one teacher, How is the work organized (1=Yes 0=No) - Half-time (the working day is divided into two) - Working days are distributed during the week - The subjects are divided by teacher	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
S4Q7c	Is it possible to switch between teachers? 1=Yes, 2=No If yes, describe	<input type="checkbox"/> <hr/>
S4Q8	Do you have a preference in terms of subjects to be taught? (1=Yes; 0=No) - Languages - Mathematics	<input type="checkbox"/> <input type="checkbox"/>
S4Q9	Does a school teacher teach certain subjects in your class? (1=Yes; 0=No) - Languages - Mathematics	<input type="checkbox"/> <input type="checkbox"/>
S4Q10	Do you teach certain subjects in certain school classes? - Languages - Mathematics	<input type="checkbox"/> <input type="checkbox"/>
S4Q11_1	How many enrolled students do you have in this class ? 1. Boys 2. Girls	<input type="text"/> <input type="text"/> <input type="text"/>

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	3. Overall	
S4Q11_2	How many students are currently in this class? 1. Boys 2. Girls 3. Overall	<div><div><div></div><div></div></div><div><div></div><div></div></div><div><div></div><div></div><div></div><div></div></div></div>
S4Q11_3	How many students are absent in this class? 1. Boys 2. Girls 3. Overall	<div><div><div></div><div></div></div><div><div></div><div></div></div><div><div></div><div></div><div></div><div></div></div></div>
S4Q12	How many students receive after class tutoring from you ? 1. All students 2. Only from your class	<div><div><div></div><div></div></div><div><div></div><div></div></div></div>
S4Q13	Which of these teaching methods did you use in the last lesson you taught? (Choose all that apply) 1. Lecture, reading from a text, or note taking 2. Question & Answer 3. Quiz or Exam 4. Small Group Work 5. Games (e.g. energizers, competitions, cards, etc) 6. Class Discussion 7. Activities outside of the classroom 9. Practice exercises 10. Research (use of library or computer) 11. Experiment	<div><div><div></div><div></div></div><div><div></div><div></div></div><div><div></div><div></div></div><div><div></div><div></div></div><div><div></div><div></div></div><div><div></div><div></div></div><div><div></div><div></div></div><div><div></div><div></div></div><div><div></div><div></div></div><div><div></div><div></div></div><div><div></div><div></div></div></div>
S4Q14	What are the three (3) teaching methods or pedagogies you are most comfortable using 1. Lecture, reading from a text, or note taking 2. Question & Answer 3. Quiz or Exam 4. Small Group Work 5. Games (e.g. energizers, competitions, cards, etc) 6. Class Discussion 7. Activities outside of the classroom 9. Practice exercises 10. Research (use of library or computer) 11. Experiment	<div><div><div></div><div></div></div><div><div></div><div></div></div><div><div></div><div></div></div></div>
S4Q15	Have you been trained in Competence Based approach (CBA)? 1.Yes 2. No	<div><div><div></div><div></div></div></div>
S4Q16	Do you understand the CBA? 1.Yes 2. No	<div><div><div></div><div></div></div></div>
S4Q17	How often do you use the following method for teaching? (1. Every lesson 2. Once or twice every week 3. Once or twice every month 4. Once or twice every term 5. Once or twice every year 6. Only once or twice ever 7. I do not use) 1. Competence Based approach (CBA)? 2. AAS (approach adapted to the situation) 3. TBO (teaching by objectives) 4. Large group-centred teaching	<div><div><div></div><div></div></div><div><div></div><div></div></div><div><div></div><div></div></div><div><div></div><div></div></div></div>

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S4Q1 8	Which number of the book are available for students in - Language (english and french) - Mathematics	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
S4Q19	In which frequency do give homework? 1. Everyday 2. 3 or 4 times per week 3. 1 or 2 times per week 4. Less than once a week 5. I do not give homework	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

5. Job and duties

Number	Question	Response
S5Q1	On average, how much time in minutes did you spend in the last working day in each of the following activities? 1. Teaching Activity 2. Preparing for class 3. Correcting homework 4. Maintaining order and discipline 5. Administrative/paperwork 6. Breaks during school 7. Mid-day meals/tea break 8. Preparation/distribution 9. Extra/Evening classes 10. Correct the notebooks 11. Other, specify:	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
S5Q2	On average, how many days do you have to substitute for other teachers in the last month?	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
S5Q3	What is the main reason of parent visit to ask you about their children? 1. Discipline 2. Performance/ test 3. Routine information 4. Absenteeism/ sickness 5. Other (specify)_____	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
S5Q4	What method do you use to assess students? 1= Assessment written on the blackboard 2=Assessment on paper	

6. Teacher income and job satisfaction

Number	Question	Response
S6Q1	Aside from teaching, are you engaged in any other occupations to earn extra income? (such as class tutorial, selling, etc.). 1. Yes 2. No→S6Q7	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
S6Q2	If yes, which activities do you perform outside your school-teacher function? 1. Farming, livestock, fishery 2. Crafts, petty trade 3. Transport	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

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	12. Support/guidance from govt./management for becoming a better teacher 13. Overall job satisfaction	
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7. Performance based financing (PBF)

The PAREC has put in place a program which plan to provide support to school based on the school's performance. This includes a bonus related to the respect of the eligibility criteria, another related to the school's need for additional teachers and the last one related to the school's performance. We would like to ask you some questions about this program.

Number	Question	Response
S7Q1	Do you know the PBF program form PAREC? 1=Yes 0=No →S7Q11	<input type="text"/>
S7Q2	Does your school participate in the PBF program? 1=Yes 0=No -99= Don't Know/FBP not implemented If No, go to S7Q11	<input type="text"/>
S7Q3	Do you receive some fund from PBF as salary? 1=Yes 0=No -99= Don't Know/FBP not implemented	<input type="text"/>
S7Q4	What is your appreciation of the PBF? 0= FBP not implemented 1=Very dissatisfied 2=Dissatisfied 3=Satisfied 4=Very satisfied	<input type="text"/>
S7Q5	In your view, how effective has the PBF been at improving: 0. School resources 1. Teacher morale 2. Teacher participation in school governance 3. Effective teaching practices 4. Student learning	1=not effective 2=somewhat effective 3=Very effective <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
S7Q6	Is your school currently receiving performance-based funds? 1=Yes 0=No -99= Don't Know	<input type="text"/>
S7Q7	How are the PBF funds mainly used in your school? (Select all that apply) 1. Acquisition of educational materials 2. Acquisition of school kits 3. Development of water points 4. Acquisition of WASH equipment 5. Payment of salaries for parents' teachers 6. Restoration of classrooms 7. Restoration of desks and benches 8. Minor repairs 9. Bonuses for FBP staff -77 Other	<input type="text"/>

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	-99= Don't Know =	
S7Q8	How clear are the guidelines on authorized PBF expenditures? 1=Very clear 2=Somewhat clear 3=Not clear 4=I am not aware of any guidelines	_
S7Q9	Who is primarily responsible for managing and approving the use of PBF funds in your school? 1=School Director 2=Conseil d'école 3=IAEB 4=Other (specify): _____ -99= Don't Know	_
S7Q10	Enumerator reads the following statements and subject responds on how much they agree with the statement on a scale of 1 (disagree strongly) to 7 (agree strongly).	1. Disagree strongly 2. Disagree 3. Disagree weakly 4. Neither disagree nor agree 5. Agree weakly 6. Agree 7. Agree strongly
S7Q10_1	In my view, the performance-based financing (PBF) program has been managed well.	_
S7Q10_2	In my view, the performance-based financing (PBF) program has been administered fairly.	_
S7Q10_3	In my view, the performance-based financing (PBF) program helped my school upgrade its materials or facilities.	_
S7Q10_4	In my view, the performance-based financing (PBF) program helped my school pay personnel more.	_
S7Q10_5	In my view, the performance-based financing (PBF) program helped more students attend this school.	_
S7Q10_6	In my view, the performance-based financing (PBF) program helped students in my school to learn more.	_
S7Q10_7	In my view, the performance-based financing (PBF) program helped my school overall.	_

A. Functioning of the School Council (Conseil d'École)

Number	Question	Response
S7Q11	Does your school have a functional Conseil d'école? 1=Yes 2=No →S7Q15 -99= Don't Know →S7Q15	_
S7Q12	How often does the Conseil d'école meet? 1=At least once per trimester	_

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	2=Once or twice per year 3=Rarely or never 99= Don't Know -77= Other (specify)	
S7Q13	What are the main responsibilities of the Conseil d'école in your school? (Select all that apply) 1=Approving the school budget 2=Monitoring school activities and finances 3=Participating in project development 4=Mobilizing resources 99= Don't Know	_
S7Q14	To what extent do you agree with the following statements?	1 = strongly disagree 2 = disagree 3 = neither disagree nor agree 4 = agree 5 = strongly agree 99= Don't Know
S7Q14_1	The Conseil d'école actively participates in school planning and budgeting.	_
S7Q14_2	Members of the council are well informed of their roles.	_
S7Q14_3	There is transparency in the council's financial oversight.	_
S7Q14_4	The council collaborates effectively with the school director and APEE.	_

B. Teacher's Satisfaction

Number	Question	Response
S7Q15	How satisfied are you with the following aspects of school services?	1 = Very dissatisfied 2 = Dissatisfied 3 = Neutral 4 = Satisfied 5 = Very satisfied 99= Don't Know
S7Q15_1	Teaching quality	
S7Q15_1_1	teacher absenteeism	_
S7Q15_1_2	frequency of feedback on student performance	_
S7Q15_1_3	learning opportunities for my children	_
S7Q15_2	School environment (safety, hygiene, infrastructure)	_
S7Q15_3	Communication between teacher and parents	_
S7Q15_4	Fairness in resource distribution and opportunities	_
S7Q16	Have teachers participated in any school decision-making processes (e.g., through the Conseil d'école or APEE)? 1=Yes, regularly 2=Occasionally	_

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	3=Never → S8Q1 4=Not sure → S8Q1	
S7Q17	Please describe one way teachers feedback has influenced school activities (if any): Response: _____	_

8. Accessibility

Number	Question	Response
S8Q1	What is your assessment of accessibility at school? 1. Very inaccessible 2. Inaccessible 3. Indifferent 4. Accessible 5. Very accessible	_
S8Q2	What is the distance (in km) between this school and the nearest basic education district inspectorate?	_____
S8Q3	How much do you estimate the cost of transport by car or moto (back and forth) between this school and the nearest basic education district inspectorate? - transport cost during the raining season (back and forth) - transport cost during the dryness season? (back and forth)	_____ _____ _____

8. classroom infrastructure

Number	Question	Réponse
S9Q00	Is this class multigrade?	_
S9Q1	What materials is your classroom made of? 1. Temporary (bamboo, leaves, tarpaulin, etc.) 2. Semi-hard (boards, earth, mud, wood, sheets, etc.) 3. Hard, definitive (cement, brick, stones, etc.)	_
S9Q2	Does your classroom have electricity? 1= Yes 0=No	_
S9Q3	In your class, do you have...? 1. A desk for the teacher 2. A chair for the teacher 3. A wardrobe (or chest/trunk...) 4. A board (wall or mobile) 5. Chalks 6. A chalkboard ruler 7. A picture square 8. A blackboard compass 9. A dictionary 10. A world map/globe 11. A map of Africa 12. A map of your country 13. A reading corner 14. A shelf for books 15. A clock	_ _ _ _ _ _ _ _ _ _ _ _ _ _ _
S9Q3a	Among these infrastructures, are there any that are shared with other classes? 1=Yes 0= No	

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S9Q3a mate	can you name these materials?	
S9Q4	How many table benches does this classroom have?	_ _ _
S9Q5	how do you evaluate the number of benches in this classroom? 1. Not enough (Some students do not have a seat) 2. Normal (All student have a seat) 3. Enough (there are some empty benches)	