

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. Advence level A/L+1 4. From 3 10. Advanced level A/L+2 | __ |

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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 | <p>What is your teacher status?</p> <ol style="list-style-type: none"> 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 | __ |
| 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"/> <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) | __ |
| 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 | _____ |
| 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="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> |

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| | 3. Overall | |
| S4Q11_2 | How many students are currently in this class? 1. Boys 2. Girls 3. Overall | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> |
| S4Q11_3 | How many students are absent in this class? 1. Boys 2. Girls 3. Overall | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> |
| S4Q12 | How many students receive after class tutoring from you ? 1. All students 2. Only from your class | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> |
| 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 | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> |
| 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 | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> |
| S4Q15 | Have you been trained in Competence Based approach (CBA)? 1. Yes 2. No | <input type="checkbox"/> <input type="checkbox"/> |
| S4Q16 | Do you understand the CBA? 1. Yes 2. No | <input type="checkbox"/> <input type="checkbox"/> |
| S4Q1 7 | 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 | <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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| S4Q1 8 | Which number of the book are available for students in - Language (english and french) - Mathematics | __ __ |
| S4Q19 | In which frequency do give homework? 1. Everday 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 | __ |

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: | __ __ |
| S5Q2 | On average, how many days do you have to substitute for other teachers in the last month? | __ __ |
| 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)_____ | __ |
| 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 | __ |
| S6Q2 | If yes, which activities do you perform outside your school-teacher function? 1. Farming, livestock, fishery 2. Crafts, petty trade 3. Transport | __ __ |

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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 | _ |
| 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 | _ |
| S7Q3 | Do you receive some fund from PBF as salary? 1=Yes 0=No -99= Don't Know/FBP not implemented | _ |
| S7Q4 | What is your appreciation of the PBF? 0= FBP not implemented 1=Very dissatisfied 2=Dissatisfied 3=Satisfied 4=Very satisfied | _ |
| 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 _ _ _ _ |
| S7Q6 | Is your school currently receiving performance-based funds? 1=Yes 0=No -99= Don't Know | _ |
| 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 | _ |

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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). | <ol style="list-style-type: none"> 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) | |