

Cameroon PBF Evaluation**Endline questionnaire: head teachers****April 2025**

Confidentiality: The information collected during this survey will remain confidential due to the terms of Law No. 2020/010 of July 202, 2020, 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
1	Enumerator first name		
2	Enumerator last name		
3	Enumerator ID		
4	Survey supervisor first name		
5	Survey supervisor last name		
6	Survey supervisor ID		
7	Survey date		
8	Survey start time		

2. School identifying information

IDENTIFICATION OF THE SCHOOL					
School code (from baseline survey)					
Name of the school		Telephone number		email	
		1)	2)		
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	

SAQ1A	Respondent first name		
SAQ1C	Respondent title	1= Head teacher 2= Assistant head teacher 3= Teacher -77= Other	[if teacher: do not proceed]

3. School enrollment and personnel

B	General Information About The School	2024-2025
SBQ2	What is/was the number of classrooms in the school during the academic year	__ __
SBQ3	Does the school have/has a full cycle during the academic year? 1= Yes 0= No SIL au CM2 or class 1 to class 6	__
SBQ3a	Does this schools has multigrade/twin classrooms? 1= Yes 0= No	__
SBQ3b	Does the school have dual-stream classes? 1= Yes 0= No	__
SBQ4	What is the condition of the main school building? (The building where the head teacher's office is) 1. Building in good condition 2. Building needs some minor repairs (roof, windows, walls) 3. Building needs rehabilitation 4. No roof, walls are heavily damaged, need complete reconstruction 5. Needs complete reconstruction -77. Other (specify)	__
SBQ4_1	How would you rate the cleanliness and appearance of the school? 1=Excellent 2=Very good 3=Good 4=Fair 5=Poor	__
SBQ4_2	Does the school have indoor toilets? 1= Yes 0= No	__
SBQ4_3	Does the school have separate toilets for girls and boys? 1= Yes 0= No	__
SBQ4_4	Does the school have a dedicated library? 1= Yes 0= No	__
SBQ4_5	Does the school have a kitchen used to prepare student meals? 1= Yes 0= No	__
SBQ4_6	Does the school have a boundary wall? 1= Yes 0= No	__
SBQ4_7	Does the school have computers or tablets students may use for educational purposes? 1= Yes 0= No	__
SBQ4_8	What proportion of classrooms have an adequate number of desks or tables for all enrolled students? 1=All classrooms 2=Most classrooms 3=About half the classrooms 4=Less than half the classrooms 5= None of the classrooms	__

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SBQ4_9	What proportion of classrooms have an adequate number of textbooks or workbooks for all enrolled students? 1=All classrooms 2=Most classrooms 3=About half the classrooms 4=Less than half the classrooms 5= None of the classrooms	<input type="text"/> <input type="text"/>
SBQ4_10	During this academic year, have you received textbooks from PAREC? 1=Yes 0= No	<input type="text"/> <input type="text"/>
SBQ4_11	What proportion of classrooms have an adequate number of textbooks or workbooks from PAREC for all enrolled students ? 1=All classrooms 2=Most classrooms 3=About half the classrooms 4=Less than half the classrooms 5= None of the classrooms	<input type="text"/> <input type="text"/>
SBQ5	Primary language of school 1=French 2=English 3= Bilingual	• <input type="text"/> <input type="text"/>
SBQ6	School type 1=Day 2=Boarding 3= Day and boarding	• <input type="text"/> <input type="text"/>
SBQ7	What are the school's daily schedules from Monday to Friday?	i. Opening time: / ____ / ____ /: / ____ / ____ / am ii. Closing time: / ____ / ____ /: / ____ / ____ / pm iii. Total Break time including assembly / _____ / Minutes
C	INFORMATION ON PUPILS	2024-2025
SCQ1	How many students are currently registered at school at level 1 (Class 1 and Class 2) during the school year ? - Girls - Boys - Total	<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"/>
SCQ2	How many students are currently registered at school at level 2 (Class 3 and Class 4) during the school year ? - Girls - Boys - Total	<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"/>
SCQ3	How many students are currently registered at school at level 3 (Class 5 and Class 6) during the school year ?	<input type="text"/> <input type="text"/> <input type="text"/>

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	<ul style="list-style-type: none"> - Girls - Boys - Total 	_____
D	STUDENT PERFORMANCE	2023-2024
SDQ1	How many students completed level 1 (class1, class 2) during the academic year 2023-2024 ? <ul style="list-style-type: none"> - Girls - Boys - Total 	_____
SD Q2	How many students completed level 2 (class 3, class 4) during the academic year 2023-2024? <ul style="list-style-type: none"> - Girls - Boys - Total 	_____
SDQ3	How many students completed level 3 (class5, class6) during the academic year 2023-2024? <ul style="list-style-type: none"> - Girls - Boys - Total 	_____
SDQ4	How many students completed primary school and obtained CEP/ First School Leaving Certificate (FSLC) during the academic year 2023-2024 ? <ul style="list-style-type: none"> - Girls - Boys - Total 	_____
E	INFORMATION ON HUMAN RESOURCES	2024-2025
SEQ1	What is the number of teachers in the school during this academic year? <ul style="list-style-type: none"> - Teacher civil servants - Contract teacher - Teacher of parents - Municipal Teacher - Total 	_____
SEQ2	What is the number of qualified teachers (CAPIEMP) in the school during this academic year?	_____
SEQ3	How many teachers were been trained on new teaching approaches during this academic year?	_____
SEQ3_2	How many teachers were been trained on new teaching approaches during last two academic year (2023/2024; 2024/2025) by the PAREC?	_____
SEQ4	What is the number of administrative staff at the school during this academic year?	_____
SEQ5	What is the number of teaching employees (teachers) with administrative functions at the school during this school year?	_____
F	INFORMATION ON THE MANAGEMENT OF THE SCHOOL	2024-2025
SFQ1	Does the school have a school council during this academic year? 1= Yes 0= No go to SFQ3 -99 == don't know	_____

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SFQ2	Was the school council functional during this academic year? 1=Yes 0= No, -99 don't know	__
SFQ3	Does the school have a school project during this academic year? 1=Yes 0= No, -99 don't know	__
SFQ4	Does the school have a quarterly action plan during this academic year? 1=Yes 0= No, -99 don't know	__
SFQ5	Does the school have a bank account during this academic year? 1=Yes 0= No, -99 don't know	__
G	INFORMATION ABOUT THE MANAGER	2024-2025
SQQ0	Are you the same head of teacher who answered our survey last academic year?	1=Yes 2=no 3= not sure
SGQ1	What is the gender of the head teacher ? 1= Male 2= Female	__
SGQ2	What is/was the age of the head teacher ?	__ __
SGQ3_1	How long has the head teacher been at the head of this school ?	__ __
SGQ3_2	How many years has he been director?	__ __
SGQ4	What is/was the highest degree of the head of teacher ? 1 = WITHOUT DIPLOMA 2 = CEP/CEPE/FSLC 3 = BEPC/CAP/GCEOL 4 = PROBATIONARY/BP 5 = BAC/GCEAL/BEP/BT 6 = BTS/DUT/DEUG 7 = BACHELOR'S DEGREE 8 = MASTER/MASTER/DEA 9 = PHD/PHD	__
SGQ5	What series did the director do during his high school career (or series with which he obtained his highest diploma)? - A - B - C - D - E - F - Others (please specify)	__
SGQ6	What training did the principal receive to become a teacher? 1. Public ENIEG 2. Private ENIEG 3. validation of professional experience 4. No training	__
SGQ7	What is/was the highest professional degree obtained by the director? 1. No professional diploma 2. CAPI (Certificate of Aptitude for the Profession of Teachers) 3. CAPIEMP (Certificate of Teaching Aptitude for Nursery and Primary Education Teachers) 4. PAENI (Assistant Professor of Teachers' Training Colleges) 5. CAPIET (Certificate of Pedagogical Aptitude for Teachers in Technical Education) 6. PENI (Professor of teacher training colleges)	__
SGQ8	Have you (director) followed additional on-the-job training (pedagogical internship, training seminar, educational resource and development center, etc.) in the last two years? 1. Yes 2. No	__

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SGQ8_1	(if yes) Who provided this training? (multiple choice) 1= PAREC 2= Other. Specify: _____ -77=Not sure	
SGQ9	What is the head teacher manager's monthly salary (CFA francs)	__ __ __ __ __

4. School funding

Question number	Question	Response list	Response
S4Q1	What are the School's funding source? For each source provide the amount (*1000 FCFA) for the year 2024-2025	1=Municipalities (Minimum package) 2=MINEDUB/Government (Operation) 3=NGO 4=APEE 5=Elites -77Others	_ _ _ _ _ _ _ _
S4Q2	Does this school collect any fees directly from the parents (tuition and fees)?	1=Yes 0=No → S4Q4	_
S4Q3	How much money will the school collect in fees from parents of primary grade students this academic year, per student? Include all contributions, not just school fees (association fees, caution fees, medical insurance fees, Parent Committee fees, ID card fees, etc.).	● Amount (FCFA)	_
S4Q4	Is the school budget displayed in the head teacher's office or elsewhere at the school?	1. No 2. Yes, budget displayed. Uses of funds not displayed. 3. Yes, budget displayed, including uses of funds.	_
S4Q5	What is the total school budget for this academic year 2024-2025 ?	● Amount (FCFA)	_
	Of this amount, how much came from public sources (MINEDUB, Municipalities, PBF)?	● Amount (FCFA)	_
S4Q6_1	What are the in-kind donations received by the school for the 2024-2025 school year?		_

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	if none, enter 0. If received, but cannot identify the amount, enter -77. If you don't know, enter -99.		Municipalities (Minimum package)	MINEDUB/Government (Operation)	NGO	APEE	ELITES	International organization	Others																												
		Nature																																			
		Number																																			
		Amount																																			
S4Q7	How much did the school spend on each category this academic year 2024-2025? List amounts (FCFA) if known. Otherwise, list percentages (percentages should sum to 100). <i>If none, enter 0.</i> <i>If don't know, enter -99.</i>	<table border="1"> <thead> <tr> <th>Category</th><th>Amount</th><th>Percentage</th></tr> </thead> <tbody> <tr><td>Personnel: teaching</td><td></td><td></td></tr> <tr><td>Personnel: non-teaching</td><td></td><td></td></tr> <tr><td>Capital and equipment</td><td></td><td></td></tr> <tr><td>Textbooks and other instructional materials</td><td></td><td></td></tr> <tr><td>Meals for students</td><td></td><td></td></tr> <tr><td>Savings for future</td><td></td><td></td></tr> <tr><td></td><td></td><td></td></tr> <tr><td>Other</td><td></td><td></td></tr> </tbody> </table>									Category	Amount	Percentage	Personnel: teaching			Personnel: non-teaching			Capital and equipment			Textbooks and other instructional materials			Meals for students			Savings for future						Other		
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S4Q8	(If school grades extend beyond primary) In reference to the previous two questions on school finances, to which grades do the responses apply?	<p>1=Primary grades only 2=Primary and secondary grades</p>																																			

5. 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 schools performance. We would like to ask you some questions about this program.

Question number	Question	Response list	Response

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S6Q1	Have you heard of the performance-based financing (PBF) program in the education sector run by PAREC?	0=No → skip to S6Q5 1=Yes -99 = not sure	__
S6Q2	Has PAREC contacted you about the PBF program?	0=No 1=Yes -99 = not sure	__
S6Q3	Do you believe your school is eligible to receive PBF funds?	0=No 1=Yes -99= Don't know	__
S6Q6	Which PBF funds are you eligible to receive? Check all that apply.	<ul style="list-style-type: none"> • Entry bonus • Equity bonus • Performance bonus • Progress bonus 	__
S6Q6_1	Do you know the intended use (purpose) of each of the PBF funds for which you are eligible? 1=Yes 0=No	<ul style="list-style-type: none"> • Entry bonus • Equity bonus • Performance bonus • Progress bonus 	
S6Q7	For each type of PBF fund marked above, how much did you expect to receive (FCFA) this academic year 2024-2025?	<ul style="list-style-type: none"> • Entry bonus: _____ • Equity bonus: _____ • Performance bonus: _____ • Progress bonus: _____ <p>Can you indicate the total amount of PBF funds expected to receive (FCFA) this academic year 2024-2025: _____</p>	__
S6Q8	For each type of PBF fund marked above, can you provide the following information for the academic year 2023-2024 and 2024-2025? <ul style="list-style-type: none"> • Entry bonus • Equity bonus • Performance bonus 	<ul style="list-style-type: none"> - Have you received funds : 1=Yes 0= No - How many times have you received : _____ - For each time can you provide <ul style="list-style-type: none"> ○ Date of reception (day and month) ○ Amount received 	

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	<ul style="list-style-type: none"> • Progress bonus 									
		Entry		Equity		Performance		Progress		
Have you received funds : 1=Yes 0= No →Next bonus										
How many times have you received:										
N°		Date: Day and month	Amount	Date: Day and month	Amount	Date: Day and month	Amount	Date: Day and month	Amount	
1										
2										
3										
S6Q9	How much (the total amount of PBF funds (FCFA)) have you received this academic year 2024-2025?									
S6Q10	What is the best description of the timing of your receipt of PBF funds?	1= Arrived on time 2= Arrived late, but within two months of scheduled time 3= Arrived late, more than two months behind scheduled time 4= Promised but did not arrive 5= Other (describe)								__
S6Q11	What are the intended uses of each of the bonuses below? Multiple choice <ul style="list-style-type: none"> • Entry bonus • Equity bonus • Performance bonus • Progress bonus 	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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		For each use, please specify the amount in the table below.																																																																		
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S6Q5		<p>Which of the following elements are in place at this school? (Yes/No) (Enumerator: if yes, ask for written verification)</p> <table border="1"> <thead> <tr> <th>Structure</th><th>In place at school?</th><th>Verified in writing?</th></tr> </thead> <tbody> <tr> <td>School management council</td><td></td><td></td></tr> <tr> <td>School project with quarterly action plan</td><td></td><td></td></tr> <tr> <td>Bank account</td><td></td><td></td></tr> </tbody> </table>					Structure	In place at school?	Verified in writing?	School management council			School project with quarterly action plan			Bank account																																																				
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S6Q12		<p>Enumerator reads the following statements and subject responds on how much they agree with the statement on a</p> <ol style="list-style-type: none"> 1. Disagree strongly Disagree Disagree weakly 																																																																		

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	scale of 1 (disagree strongly) to 7 (agree strongly).	Neither disagree nor agree Agree weakly Agree Agree strongly	
S6Q12_1	In my view, the performance-based financing (PBF) program has been managed well.	__	
S6Q12_2	In my view, the performance-based financing (PBF) program has been administered fairly.	__	
S6Q12_3	In my view, the performance-based financing (PBF) program helped my school upgrade its materials or facilities.	__	
S6Q12_4	In my view, the performance-based financing (PBF) program helped my school pay personnel more.	__	
S6Q12_5	In my view, the performance-based financing (PBF) program helped more students attend this school.	__	
S6Q12_6	In my view, the performance-based financing (PBF) program helped students in my school to learn more.	__	
S6Q12_7	In my view, the performance-based financing (PBF) program helped my school overall.	__	

Functioning of the School Council (Conseil d'École)

Number	Question	Response
S6BQ1	Does your school have a functional Conseil d'école? 1=Yes 0=No -99= Don't Know	__

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S6BQ2	How often does the Conseil d'école meet? 1=At least once per trimester 2=Once or twice per year 3=Rarely or never -77=other (specify) 99= Don't Know	I_I_I
S6BQ3	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 -77=other (specify) 99= Don't Know	I_I_I
	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
S6BQ4	The Conseil d'école actively participates in school planning and budgeting.	I_I
S6BQ5	Members of the council are well informed of their roles.	I_I
S6BQ6	There is transparency in the council's financial oversight.	I_I
S6BQ7	The council collaborates effectively with the school director and APEE.	I_I

6. Attitudes

Question number	Question	Response list	Response
S7Q1	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). "Why are you motivated to do your work?"	1= Disagree strongly 2=,Disagree	

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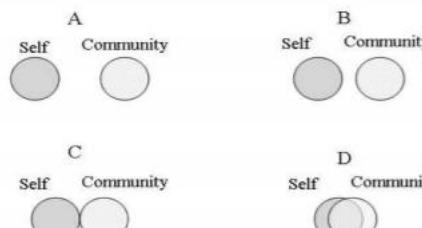
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		3= Disagree weakly 4=,Neither disagree nor agree 5=,Agree weakly Agree 6= Agree strongly	
S7Q1_1	“Because I care about benefiting others through my work”		__
S7Q1_2	“Because I want to help others through my work”		__
S7Q1_3	“Because I want to have positive impact on others”		__
S7Q1_4	“Because it is important to me to do good for others through my work”		__
S7Q1_5	“Because I enjoy the work itself”		__
S7Q1_6	“Because it’s fun”		__
S7Q1_7	“Because I find the work engaging”		__
<u>S7Q1_8</u>	<u>“because I will avoid punition”</u>		__
S7Q2	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). The next set of questions asks your opinion about students.	1. Disagree strongly 2. Disagree 3. Disagree weakly 4. Neither disagree nor agree 5. Agree weakly 6. Agree 7. Agree strongly	
S7Q2_1	“All students are capable of learning mathematics”		__
S7Q2_2	“If children don’t learn well, it is mostly because of their parents”		__

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S7Q2_3	"If children don't learn well, it is mostly because of their school"		__
S7Q2_4	"Boys are more capable than girls in mathematics"		__
S7Q2_4_2	"Boys are more capable than girls in french"		__
S7Q2_5	"Students at my school are limited in what they can achieve because of their home environment"		__
S7Q2_6	<p>Look at the following pictures. Which picture best describes the relationship between your self-interest and your community's interests?</p> 	<p>1. A 2. B 3. C 4. D</p>	__

7. School walk-through

Instructions for enumerator: ask for a tour of the school in order to complete the following section.

Question number	Question	Response list	Response
	Enumerator: ask the respondent to show you proof of the following:		
S8Q1	Enumerator: ask the respondent to show you records of teacher attendance.	<p>1. Did not show records because records are not kept 2. Claimed records are kept but did not show them 3. Showed records but they were not well maintained 4. Showed records and they were well maintained</p> <p>if 1 or 2 skip to S8Q3</p>	__

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S8Q2_1	If proof has been given, how do you assess the delays	<ol style="list-style-type: none"> 1. Non-existent: less than once a month (no more than 5 times a year) 2. Rare: once or twice a month 3. Frequent: once or twice a week 4. Very common: almost every day 	__
S8Q2_2	If proof has been given, how do you assess absenteeism?	<ol style="list-style-type: none"> 1. Rare, almost non-existent: 1 to 2 days per year maximum 2. Occasional: less than one day per month (no more than 5 days in the year) 3. Frequent: one to three days per month 4. Very frequent: more than three days per month 	__
S8Q2_3	According to the register, during the last 4 weeks, what were the number of days absence of teachers from the classes surveyed, whatever the reasons (illness, strikes, seminars, educational days, school festivals, pay, etc.) (If there is no register, rely on the director's declaration)	<ul style="list-style-type: none"> - Class 4 Teachers _____ - Class 6 Teachers _____ 	__
S8Q3	Enumerator: ask the respondent	<ol style="list-style-type: none"> 1. Did not show records because records are not kept 2. Claimed records are kept but did not show them 	__

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	to show you records of student attendance.	3. Showed records but they were not well maintained 4. Showed records and they were well maintained	
S8Q4	Enumerator: ask the respondent to show you records of community awareness campaign to promote school enrollment.	1. Did not show records because records are not kept 2. Claimed records are kept but did not show them 3. Showed records but they were not well maintained 4. Showed records and they were well maintained	__
S8Q5	Enumerator: ask the respondent to show you evidence of mechanism to identify and support children unable to pay school fees.	1. Did not show records because records are not kept 2. Claimed records are kept but did not show them 3. Showed records but they were not well maintained 4. Showed records and they were well maintained	__
S8Q6	Enumerator: ask the respondent to show you evidence of birth certificates for pupils in CE2, CM1, and CM2.	1. Did not show records because records are not kept → skip to S8Q8 2. Claimed records are kept but did not show them → skip to S8Q8 3. Showed records --> skip to next question	__
S8Q7	Approximately what percentage of pupils in CE2, CM1, and CM2 have a birth certificate on record?	• ____%	
S8Q8	Enumerator: ask the respondent to show you where primary grade teachers are. Complete the following table. For each classroom visited, mark: ● Grade level(s) ● Subject (options: Math, French, English, or Other) ● If teacher is present		

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	<ul style="list-style-type: none"> Ask each teacher to show you their lesson plan for the day. Ask each teacher to show their corrected student notebooks. For Grade 4 and 6 classrooms, enter the number of students in attendance (separately for male and female). 															
Classroom number	Class 1=class 1 2=class 2 3=class 3 4=class 4 5=class 5 6=class 6 7=free classroom	What materials this is classroom made of?	What is the primary material of classroom roofs?	classroom type	is this classroom multigrade?	If Yes, what are the common class?	Visited? (Y/N)	If No, why this classroom has not been visited (if N, go to next class)	Grade level (s)	Teacher present? (Y/N)	Subject taught at the time of visit	Teacher showed written lesson plan? (Y/N)	Teacher showed corrected student notebooks? (Y/N) (if teacher present)	Number of male students present (Grade 4 and 6 classrooms only)	Number of female students present (Grade 4 and 6 classrooms only)	
1																
2																
3																
4																
5																
6																
7																
8																
9																
10																

Cameroon PBF Evaluation**Endline questionnaire: head teachers****April 2025**

Question number	Question	Response list	Response
S8Q9	What is your assessment of accessibility at school?	1=Very inaccessible 2= Inaccessible 3=Indifferent 4=Accessible 5=Very accessible	
S8Q10	What is the distance (in km) between this school and the nearest basic education district inspectorate?		_____
S8Q11	How much do you estimate the cost of transport by car or motor (back and forth) between this school and the nearest basic education district inspectorate? - Transport cost during the dryness season? (back and forth) - Transport cost during the raining season (back and forth)		_____