

Appendix 2: Questionnaire

school climate

Community Engagement

1. Our school makes an effort to inform the community about our goals and achievements.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
2. Our school is able to marshal community support when needed.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
3. Parents and other community members are included on planning committees.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
4. Community members are responsive to requests for participation.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
5. Community members attend meetings to stay informed about our school.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
6. Organised community groups (e.g., PTA, PTO) meet regularly to discuss school issues.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
7. School people are responsive to the needs and concerns expressed by community members.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree

Teacher Professionalism

1. Teachers respect the professional competence of their colleagues.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
2. Teachers help and support each other.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
3. Teachers in this school exercise professional judgment.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
4. Teachers are committed to helping students.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
5. Teachers “go the extra mile” with their students.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
6. Teachers make innovative suggestions to improve the overall quality of our school.*	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
7. Teachers help students in their own time.*	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
8. Teachers begin class promptly and use class time effectively.*	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree

Teacher Professionalism (New Items)

1. Teachers engage in collaborative inquiry in search of improved methods of instruction.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
2. Teachers are continually searching for new instructional methods.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
3. Teachers put the needs of students ahead of bureaucratic rules.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
4. Teachers in this school hold themselves to high standards of practice.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
5. Teachers in this school hold themselves to high ethical standards.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
6. Teachers observe in each other's classrooms.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree

Academic Press

1. The school sets high standards for academic performance.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
2. Students respect others who get good grades.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
3. Academic achievement is recognised and acknowledged by the school.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
4. Students try hard to improve on previous work.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
5. The learning environment is orderly and serious.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
6. Students seek extra work so they can get good grades.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree

Collegial Leadership

<p>1. The principal is friendly and approachable.</p>	<p>1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree</p>
<p>2. The principal puts suggestions made by the faculty into operation.</p>	<p>1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree</p>
<p>3. The principal explores all sides of topics and admits that other opinions exist.</p>	<p>1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree</p>
<p>4. The principal treats all faculty members as his or her equal.</p>	<p>1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree</p>
<p>5. The principal is willing to make changes.</p>	<p>1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree</p>

Organizational Citizenship

1. Teacher committees in this school work productively.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
2. Teachers voluntarily help new teachers.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
3. Teachers volunteer to serve on committees.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
4. Teachers arrive at work and meetings on time.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
5. Teachers leave immediately after school is over.**	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
6. Teachers schedule personal appointments at times other than during the school day.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
7. Teachers are rarely absent.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
8. Teachers volunteer to sponsor extracurricular activities.	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree

<p>9. Teachers take the initiative to introduce themselves to substitutes and assist them.</p>	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree
<p>10. Teachers give colleagues advanced notice of changes in schedule or routine.</p>	<ol style="list-style-type: none"> 1. Strongly disagree 2. Disagree 3. Neither disagree or agree (neutral) 4. Agree 5. Strongly agree

* Also Organizational Citizenship

** Reverse scored