LIST OF APPENDICES

(1) Questionnaire for school climate
(2) Questionnaire for role perception of principals
(3) Questionnaire for role perception of teachers
(4) Questionnaire for role perception of school organizers
(5) Interview schedule for school climate
(6) Interview schedule for role perception of principals
(7) Interview schedule for role perception of teachers
(8) Interview schedule for role perception of school organizers
(9) List of experts
(10) List of schools
Respected Sir,

I am conducting a study on "Higher Secondary School Climate and Role Perception of Teachers, Head Masters and School organizer of the Gujarat State" for my Ph.D. work, under the guidance of Dr. I.A. Vora, Head of the P.G. Department, Sardar Patel University, Vallabhidyanagar - 388120.

I, therefore request you to kindly extend your valuable co-operation by furnishing the necessary information asked in enclosed questionnaire. I hope you will respond to this with in your shortest available time. A self addressed leaflet is enclosed for your convenience.

With regards,

Yours sincerely,

(P.R. DAVE)
B.Sc. (First class) M.Ed., B.P.A.
Sr. No. of questionnaire

A study of Higher Secondary School climate and Role perception of teachers, Head Masters and School organizer of the Gujarat State

QUESTIONNAIRE - I

GENERAL INFORMATION

1. Name of the Respondent : 

2. Address : 

3. Designation : 

4. Total teaching experience in Higher secondary school : 

5. Academic qualification : 

A. Organizational goal:

A.1. Do you know the organization goal of your institution? If yes, kindly mention the goal : Yes/No
A.2. Are you contributing to achieve the organizational goal? : Yes/No

A.3. In your opinion whether Institution has achieved organizational goal? If yes, kindly give details.

B. **Infrastructure facilities:**

B.1 Whether management has provided will constructed school building having spacious class rooms? : Yes/No

B.2 Whether management has provided sufficient school/class room furniture suitable to the age-group of the Higher Secondary students? : Yes/No

B.3 Whether well equipped separate Laboratories for Physics, Chemistry and Biology have been provided? : Yes/No

B.4 Whether Library having sufficient Books/reference Books has been established by school management : Yes/No

B.5 Whether teaching aids for all the subjects are provided? : Yes/No

B.6 Whether educational technology is introduced in the school? : Yes/No
C. **Personal management:**

C.1 Whether qualified staff as per subject requirements of Higher Secondary curricula is available? : Yes/No

C.2 Have you allotted teaching work to the staff as per their educational qualifications? : Yes/No

C.3 Have you developed any mechanism to Nurture the special ability of the teachers? : Yes/No

C.4 Have you planned of covert and overt curriculum for enhancing the level of teaching and learning process? : Yes/No

C.5 Have you developed any feedback mechanism in your institute? : Yes/No

D. **Participative teaching learning process:**

D.1 Have you observed a few instances of teaching process in classroom? : Yes/No

D.2 If you what are the examples/incidents? : Yes/No

D.3 Do you ever discuss with your teachers regarding your observations? : Yes/No

D.4 In teacher dominating the class during classroom teaching as per your observation : Yes/No
D.5 Can you give approximate percentage of involvement of students in class-room teaching as per your observation?

a) 0 to 25%
b) 26 to 50%
c) 51 to 75%
d) 76 to 100%

E. Financial management:

E.1 Is your institute getting Government grant for financial assistance?  Yes/No

E.2 Is Government grant sufficient to meet the financial requirement of an institution? Yes/No

E.3 Whether your institute/Management is accepting donation from student/parents teacher to meet the financial requirement of the institute? Yes/No

E.4 Has your institution obtained any loan from the trust/financial institution to meet the financial requirement besides the grant of the school? Yes/No

E.5 If yes, what is the purpose in securing loan? Yes/No

E.6 Has your institute develop programme to generate income? Yes/No
F. Management of available resources:

F.1 Whether qualified teachers for all the academic subjects are appointed? Yes/No

F.2 Have you planned to utilize the talent of available teachers, except, workload as per prescribed norms, for building up a healthy educational requirement in the school? Yes/No

F.3 Have you planned (a) for availability of: teaching aids for all the subjects and (b) utilization of the same during classroom teaching? Yes/No

F.4 Whether library facility is available to the students/teacher beyond school hours? Yes/No

F.5 Have you prepared time table for the students/teachers for library work? Yes/No

F.6 Has your management provided separate: well equipped laboratories for (1) Physics (2) Chemistry & (3) Biology? Yes/No

F.7 Have you suggested a plan to utilize laboratory to your teachers? Yes/No
G. Results of the public examination:

G.1 Kindly mention the results of the last three years of higher Secondary Examination of your school, conducted by the S.S.C. Board, Gujarat State, Gandhinagar.

<table>
<thead>
<tr>
<th>Sr.No.</th>
<th>Year</th>
<th>Result of the public exam. (% age)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>19</td>
<td></td>
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<tr>
<td>2</td>
<td>19</td>
<td></td>
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<tr>
<td>3</td>
<td>19</td>
<td></td>
</tr>
</tbody>
</table>

H. Self learning at +2 stage:

H.1 Have you suggested any technique to encourage self learning at +2 stage? : Yes/No

H.2 Are you encouraging to utilize Library facilities by the students/teachers for self learning? : Yes/No

H.3 Whether students of Std. XI are involved in (a) preparing term paper (b) Project work and (c) Book review as per the guide lines of the board? : Yes/No

H.4 Whether the work done by the students for self learning is utilized for evaluation purpose? : Yes/No
H.5 Have you involved all available local resources (i.e. industries Bank, Botanical garden, research institutes etc.) for self learning of the students: Yes/No

I. Organizational scheme to involve the personnel to achieve institutional goals:

I.1 Has your institution laid down specification organizational goal?: Yes/No

I.2 Whether management is helping to achieve institutional goal?: Yes/No

I.3 Whether teachers are given orientation in the institutions goals?: Yes/No

I.4 Whether teachers have added to the institutional goal?: Yes/No

I.5 Are you contributing to achieve institutional goal?: Yes/No

I.6 Have you come across any incidents in your institution which reveals conflict between teachers and institutional goal?: Yes/No

I.7 If yes, please give a show such conflicts: Yes/No
Your kind co-operation will be highly appreciated:

THANK YOU FOR YOUR TIME

Date of Dispatch

Date of Received

LEAFLET

BOOK POST (Printed Matter Only)

To:

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

From:

PRAVIN R. DAVE

B.Sc. (First class)

M.Ed. B.P.A. (IIInd)

C1/3, Mahavir Nagar

Atmajyoti Ashram Road,

N r. Hariom Nagar

Baroda - 390 007
QUESTIONNAIRE - II

GENERAL INFORMATION

1. Name of the Respondent :

2. Address :

3. Designation :

4. Total teaching experience in Higher secondary school :

5. Academic qualification :

(A) Aspiration of an individual working as a Principal:

A.1 Have you joined the field of education voluntarily? Yes/No
A.2 Have you served any other organization/from before joining the educational institute? : Yes/No

A.3 Have you ever tried in other field for betterment of your career after joining the educational institute? : Yes/No

A.4 Whether your/are devoting fully to your duties as a Principal of the institute? : Yes/No

A.5 Are you involving yourself in any special service of your interest? : Yes/No

B. Analysis of job satisfaction:

B.1 Are you satisfied with the job which you are performing as Principal? : Yes/No

B.2 Have you observed any positive changes in your role as a Principal in comparison with the beginning of your career as a Principal? : Yes/No

B.3 Have you faced any situation during your career which has led you to feeling to disappointment and frustration? : Yes/No

B.4 Are you motivated by your management which serves as a positive feed back? : Yes/No
B.5 Do you think your work and your sense of achievement go together? : Yes/No

C. Leisure time activities:

C.1 Do you get leisure time to look after your other hobbies? : Yes/No

C.2 Have you joined any professional organization? : Yes/No

C.3 Are you member of any academic organization? (i.e. S.S.C. Board, H.S.E. Board University, Social Service Club, Lions, Rotary etc.) : Yes/No

C.4 Are you involved in any of the leisure time activity of interest shown below:

   a) Educational
   b) Political
   c) Religious
   d) Commercial
   e) Cultural

C.5 Whether leisure time activities help your performance as Principal? : Yes/No
D. Relationship with staff:

D.1 Do you consult teaching staff while taking decision regarding the school work? : Yes/No

D.2 Do you consider the views of the pupils taken into account in making decisions, which affects them? : Yes/No

D.3 Do you consider the views of (a) parents (b) employees and (c) general community taken into account in making relevant educational decisions? : Yes/No

D.4 Do you exercise your authority in case of different opinions of your colleagues on a particular issue? : Yes/No

D.5 Do you avoid to take decision in case of different opinions of your colleagues on a particular issue? : Yes/No

D.6 Do you try to avoid conflictionery situation? : Yes/No

D.7 Do you try to overcome conflictionery situation? : Yes/No

E. Evaluation as a successful teacher:

E.1 Do you keep yourself in touch with the latest information in your subjects with reference to the curricula of Higher Secondary Syllabus? : Yes/No
E.2 Do you take period regularly? : Yes/No
E.3 Do you require to make special preparation before you go to the class? : Yes/No
E.4 Do you offer guidance to your students? : Yes/No
E.5 Do you prefer to be recognized as a good administrator? : Yes/No
E.6 Do you prefer to be recognized as a teacher? : Yes/No
E.7 Do you honoured by any award/because of your service? : Yes/No

F. Interface and Intraface relationship:
F.1 Do you get co-operation from community for various programmes of the school? : Yes/No
F.2 Do you invite parents to participate in various educational programmes of the schools? : Yes/No
F.3 Does your management cooperate with you in implementing programmes in your school? : Yes/No
F.4 Do you get co-operation from your teachers for any educational activity? : Yes/No
F.5 Have you undertaken any programme wherein community, parents, teachers, and management are actively associated?

Your kind cooperation will be highly appreciated:

THANK YOU FOR YOUR TIME

Date of Dispatch

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To:

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From:
PRAVIN R. DAVE
B.Sc. (First class)
M.Ed. B.P.A. (IInd)
C1/3, Mahavir Nagar
Atmajyoti Ashram Road,
Nr. Hariom Nagar, Baroda - 390 007
A study of Higher Secondary School climate and Role perception of teachers, Head Masters and School organizer of the Gujarat State

QUESTIONNAIRE - III

GENERAL INFORMATION

1. Name of the Respondent :

2. Address :

3. Designation :

4. Total teaching experience in Higher secondary school :

5. Academic qualification :

A. Aspiration of an individual working as a teacher:

A.1 Have you joined the field of Education voluntarily? Yes/No
A.2 Have you served any other organization/firm before joining the school? : Yes/No

A.3 Have you ever tried in other field for betterment of your career after joining the school? : Yes/No

A.4 Whether you are contributing your total energy and time in performing your duties as a teacher in the school? : Yes/No

A.5 Are you involving yourself in any social service of your interest? : Yes/No

A.6 Do you subscribe to any educational magazine? : Yes/No

A.7 Do you aspire to start your own magazine? : Yes/No

A.8 Do you desire to take up educational projects: : Yes/No

A.9 Do you aspire to rise higher in the profession you are in? : Yes/No

B. Job satisfaction analysis:

B.1 Are you satisfied with the job which you are performing as a teacher? : Yes/No
B.2 Have you observed any positive changes in your role as a teacher in comparison with the beginning of your career as a teacher? : Yes/No

B.3 Have you face any situation during your career that has led you to a feeling of frustration? : Yes/No

B.4 Do you get any encouragement from your principal that may encourage you to do more work? : Yes/No

B.5 Do you undertake any experiment in classroom teaching? : Yes/No

B.6 Do you get any feedback from your superiors to undertake experiments? : Yes/No

C. Leisure time activities:

C.1 Are you getting any leisure time to undertake activities of your interest? : Yes/No

C.2 Have you joined any professional organization? : Yes/No

C.3 Are you a member of any academic organization? (i.e. S.S.C. Board, H.S.E. Board, University Social Service duty) : Yes/No

C.4 Are you involved in any type of the leisure time activity of your interest shown below? : Yes/No
a) Educational
b) Political
c) Religious
d) Commercial
e) Cultural

C.5 Whether leisure time activities strengthens your performance as a teacher?: Yes/No

D. Relationship with staff and students:

D.1 Do you get the benefit of colleagueship in planning your educational activities?: Yes/No

D.2 Do you considering the views of the pupils?: Yes/No

D.3 While discussing any issue in your class?: Yes/No

D.4 Do you consider the views of the students while taking disciplinary measures?: Yes/No

D.5 Do you help your colleagues in planning school activities?: Yes/No

D.6 Do you discuss students week performance with parents?: Yes/No
D.7 Do you exercise your authority as final while taking decisions regarding students questions? : Yes/No

D.8 In case of different views, do you like to avoid controversy? : Yes/No

E. Evaluation as a successful teacher:

E.1 Do you keep up to date in knowledge of your subjects with reference to the curricula of higher secondary syllabus? : Yes/No

E.2 Do you come to the level of your pupils while teaching? : Yes/No

E.3 Do you make yourself available to students for guidance? : Yes/No

E.4 Do you go well prepared in the class? : Yes/No

E.5 Is your presentation of the subject planned? : Yes/No

E.6 Are you punctual and regular in taking your class? : Yes/No

E.7 Do you show favouritism to your students? : Yes/No

E.8 Do you have a knowledge of modern evaluation techniques? : Yes/No
E.9 Have you obtained any award/recognition as a successful teacher at District/State level/National level?: Yes/No

F. Interaction with content:

F.1 Do you motivate your student for interaction?: Yes/No

F.2 Do you encourage discussion in your class?: Yes/No

F.3 Do your students freely participate?: Yes/No

F.4 Have you developed skills of correlating subject matter effectively?: Yes/No

F.5 Do you have the habit of diagnosing students performance?: Yes/No

F.6 Do you take steps to remove their difficulties?: Yes/No

F.7 Do you make use of instructional material beside prescribed text-books?: Yes/No

F.8 Do you prefer further guidance to improve your understanding of the subject?: Yes/No

F.9 Do you have the tendency to dominate your class?: Yes/No

F.10. Do you adopt approaches to stimulate your students?: Yes/No
G. Contribution as a catalyst:

G.1 Are you performing the role of catalyst to encourage self learning in the students of +2 stage? : Yes/No

G.2 Do you encourage Participative behaviour during your class-room teaching at +2 stage? : Yes/No

G.3 Can you give approximate percentage of involvement of students in your class room teaching? : Yes/No
   a) 0 to 25%
   b) 26 to 50%
   c) 51 to 75%
   d) 76 to 100%

G.4 Are you evaluating (a) term paper (b) project work and (c) book review of the students at +2 stage? : Yes/No

G.5 Do you discuss the follow up of the assignments? : Yes/No

G.6 Do you use any feed back mechanism to test your students understanding? : Yes/No

H. Teacher qualities: Personal factors:

H.1 Do you possess good communications skills? : Yes/No

H.2 Are you hard working? : Yes/No
H.3 Do you maintain human relations? : Yes/No
H.4 Do you show initiative for any task assign to you? : Yes/No
H.5 Do you show interest in people? : Yes/No
H.6 Can you take right judgement in conflicting situation? : Yes/No
H.7 Do you command good organizing activity? : Yes/No

I. Conflict between individual goal and institutional goal:

I.1 Are you aware of the goals of your institution? : Yes/No
I.2 Are you contributing to achieve the goals of your institutions? : Yes/No
I.3 Are you confident to realize institutional goals? : Yes/No
I.4 Do you reflect institutional goals in your behaviours? : Yes/No
I.5 Are you facing any conflict between your personal goals, and institutional goal? : Yes/No
I.6 Are you giving priority to your personal goals, when it is not conflicting with organizational goal? : Yes/No
Your kind cooperation will be highly appreciated:

THANK YOU FOR YOUR TIME

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C1/3, Mahavir Nagar
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Baroda - 390 007
Appendix - IV

STRICTLY CONFIDENTIAL

Sr. No. of questionnaire _________

A study of Higher Secondary School climate and Role perception of teachers, Head Masters and School organizer of the Gujarat State

QUESTIONNAIRE - IV

GENERAL INFORMATION

1. Name of the Respondent :

2. Address :

3. Designation :

4. Total teaching experience in Higher secondary school :

5. Academic qualification :

A. Aspiration of an individual working as a school organizers:

A.1 Have you voluntarily accepted the responsibility of running the school? Yes/No
A.2 Do you provide guidance in day to day administration of the school? : Yes/No

A.3 Do you discuss the details of school programmes with Headmasters and teachers? : Yes/No

A.4 Are you satisfied with the institutional goals? : Yes/No

A.5 Do you think these goals are fulfilled in your school? : Yes/No

A.6 What in your opinion are the institution objective? : Yes/No

1. Better Education
2. Community service through education
3. Helping the community to deal with the problem
4. Imperative knowledge and utilization of knowledge

B. Leisure time activities:

B.1 Do you give full time service to school management? : Yes/No

B.2 Are you interested in any professional organization? : Yes/No
B.3 Are you involved in any of the leisure time activities of interest shown below:

a) Educational
b) Political
c) Religious
d) Commercial
e) Cultural

B.4 Do you think your leisure time activities take you away from educational management?

B.5 Are you a member of any academic organization?

C. Interface and intraface relationship:

C.1 Do you get co-operation from principal for various programmes of the school?

C.2 Do you invite parent’s participation in various educational programmes of the school?

C.3 Do you approach the Government authority to solve your financial problem?
C.4 Do you approach the community to solve your financial problem? : Yes/No

C.5 Do you get parental co-operation to solve financial problem? : Yes/No

C.6 Does your principal frequently complain against his staff? : Yes/No

D. Organizational goal:

D.1 Whether management has provided orientation to the principal and teaching staff to achieve institutional goals? : Yes/No

D.2 Do you assist your staff in achieving institutional goals? : Yes/No

D.3 Have you come across any incident in your institution which reveals conflict of teachers with institutional goals? : Yes/No

D.4 Do you think your institution is on the right path to achieve institutional goals? : Yes/No
Your kind cooperation will be highly appreciated:

THANK YOU FOR YOUR TIME

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To:

From:
PRAVIN R. DAVE
B.Sc. (First class)
M.Ed. B.P.A. (IIInd)
C1/3, Mahavir Nagar
Atmajyoti Ashram Road,
Nr. Hariom Nagar
Baroda - 390 007
INTERVIEW SCHEDULE - I

SCHOOL CLIMATE:

A. Organisaitonal goal:

1. What is the goal of your institution?

2. How are you contributing to achieve the organisational goal?

3. How Institution has achieved the organisational goal?

B. Infrastructure facilities:

1. School building

2. Furniture

3. Laboratories: Physics, Chemistry and Biology

4. Library: Books of various subjects

5. Teaching Aids: Availability of.

C. Personnel Management:

1. Staff - availability of

2. Allotment of the teaching work to the staff according to their educational qualification
3. Detail about mechanism to nurture the special ability of the teacher

4. Nurturing Covert and Overt curriculum

5. Feedback mechanism

D. Participative teaching-learning process:

1. Involvement of studies in teaching-learning process

2. Domination of teachings during class-room teaching

3. Percentage of students involvement in class-room teaching

E. Financial management:

1. Government grant in aid to the institute

2. Sufficient to meet the financial requirement

3. Donation from student/teachers/parents

4. Loan from Trust/financial institution

5. Self-resource for finance to meet the financial requirement

F. Management of available resources:

1. Availability of subjectwise teacher
2. Utilisation of talent of available teacher to build up educational environment to the school

3. Availability and utilization of teaching aids

4. School library facility beyond school hours

5. Time table for library

6. Three separate laboratories for (1) Physics (2) Chemistry and (3) Biology

7. Time table for utilization of laboratory

G. Results of the public examination

1. Results of the students of H.S.E. of the school percentage - Nos. of student appeared passed / failed

H. Self-learning +2 stage:

1. Technique/methodology to encourage self-learning at +2 stage

2. Utilization of library facilities

3. Term paper, project work and book review and references

4. Quality and its utilization in evaluation
5. Involvement of local resources (i.e. Industries, Bank, Botanical garden, Research Institutes etc. for self-learning application on part of the acquired knowledge.

I. Organisational scheme to involve the personnel to achieve institutional goals:

1. Organisational goal of an institution

2. How management contribute to achieve institutional goal?

3. How teachers contribute to achieve institutional goal?

4. How principals contribute to achieve institutional goal?

5. Conflict between personal and institutional Goals/Teacher/Principal/Management
Appendix - VI

INTERVIEW SCHEDULE - II

ROLE PERCEPTION OF PRINCIPAL

A. Aspiration of an individual working as a Principal:
   A1 Whether voluntary join in the field of education.
   A2 Whether he has served any other institute/organisation before join in the field of education.
   A3 Whether he has tried in any other field for betterment of his career after join in the educational institution.
   A4 Allotment of total time and energy for performing duties as Principal.
   A5 Involvement in Social service of his interest Which? How? When?

B. Analysis of job satisfaction:
   B1 Whether satisfied with the job which he is performing as a Principal?
B2 Have you observed any positive changes in your role as a Principal in comparison with the beginning of your career as a Principal? How? What?

B3 Have you ever faced any situation which led you to deep feeling of frustration?

B4 Motivation by Management which gives you more devotion to your job? How? What? When?

B5 Achievement Motivation which leads you to devotion to your job as a Principal Which?

C. Leisure time activities:

C1 Leisure time - availability of

C2 Professional organisation - involvement of Principal Which?

C3 Membership of any academic organisation?

C4 Involvement in any type of leisure time activity of your interest - Educational, Political, Religious, Commercial, Cultural - How? When? What?
C5 Whether leisure time activity strengthening the performance as a Principal?

D. **Relationship with staff:**

D1 Consultation with techers in decision making process - If yes, indicate - the nature, extent and effectiveness of such consultations.

D2 If yes, please indicate briefly, How this is done, quoting a recent example.

D3 If yes, please indicate in what manner this is done, problems faced and suggestions for improvement

D4 In case of different opinions of subordinate staff - Whether exercising authrotiy ? If yes details, How? When ?

D5 In case of different opinions of subordinate staff avoid to take decision to overcome probable conflict.

E. **Evaluation as a successful teacher:**

E1 Up to date and accurate knowledge of your subject - How?
E2 Whether taking periods - according to time table regularly?

E3 Presentation of your subject at different levels - Clarify ? How ? When ?

E4 Helping the Students to remove their difficulties

E5 Good administrator - or a successful teacher - How ?

E6 Have obtained any award or recognition as a successful teacher at District / State level - When ?

F. Interface and intraface relationship:

F1 Cooperation from community for various programmes of the school - When ?

F2 Parents participation in various educational programmes of the school - Which ?

F3 Good, Healthy, warmful and cooperative relationship with your management

F4 Whole hearted cooperation, from teacher for any educational venture or cultural or sports activities When ? How ?
Any venture taken in the field of education, culture, sport in last three years in which - community, parents, teachers and management have actively associated - which project?
INTERVIEW SCHEDULE - III

ROLE PERCEPTION OF TEACHER

A. Aspiration of an individual working as a teacher:

A1 Whether voluntarily join the field of education. How?

A2 Whether he has served any other institute/organization before joining the field of education - Why he has left?

A3 Whether he has tried in any other field for betterment of his career after joining the education - When? Which post? Potentialities of his performance.

A4 Allotment of total time and energy for performing duties as a teacher - Cross question

A5 Involvement in social service of his interest - Which? How? When?

Job Satisfaction analysis:

B1 Whether satisfied with the job which he is performing as a teacher.
B2 Observed any positive change in your role as a teacher in comparison with the beginning of your career. How? What?

B3 How faced any situation during your career which has lead you to deep feeling of frustration?

B4 Motivation by Management/Principal which gives you more devotion to your job? How? What? When?

B5 Achievement motivation which leads you to the devotion to your job as a teacher which?

C. Leisure time activities:

C1 Leisure time - availability of

C2 Professional organization - involvement of teacher - Which?

C3 Membership of any academic organization which?

C4 Involvement in any type of leisure time activities of your interest - Educational, Political, Religious, commercial, Cultural - How? When? What?
C5 Whether leisure time activities strengthens the performance as a teacher - How?

D. Relationship with staff and students:

D1 Contribution in decision making process pertaining to the matters connected with education and related area-nature, extent and effectiveness of such contribution

D2 View of the pupils taken into account in decision making process which affects them

D3 View of the parents into account in decision making process relevant education decision.

D4 In case of different opinions can be exercise his authority on a particular issue. If yes, details, How? When?

D5 In case of different opinions then he avoid to take decision to avoid probable conflict - How? When? Details.
E. **Evaluation as a successful teacher:**

   E1  Upto date and accurate knowledge of your subject - How ?

   E2  Understanding levels of students' understanding.

   E3  Willing to help students and available to remove his difficulties even after periods of a particular subjects. Truth ?

   E4  Organizing subject matter systematically and make clear representation of the subject -

   E5  Punctuality and regularity in class

   E6  Impartial to the students ?

   E7  Knowledge of modern evaluation techniques.

   E8  Obtained award/ recognition state/dist. level

F. **Interaction with content:**

   F1  Motivating students during class room teaching - so that they can enter into interaction with the content of the subject.

   F2  Skill of correlating subject matter effectively.
F3  Skill in the use of instructional material.
F4  Have you undergone the interaction with the content of your subject.
F5  Dominance during the class-room teaching.
F6  Skill in stimulation of interest and motivation of the students.

G. Contribution as a catalyst -

G1  Role as a Moderator to encourage self-learning habits in the students of +2 stage.
G2  Implementation of participative education of +2 stage during class-room teaching.
G3  Approximate percentage of involvement of students
G4  Evaluation of (a) Term paper (2) Book Review (3) Project work, with the students levels of understanding
G5  Providing guidance to the students to enhance the quality of their (a) Term paper (b) Project work and (c) Book Review
G6 Are you applying feedback mechanism

Communication skill - How?

H. Teacher qualities - Personal factors check with the qualities

I. Conflict between individual goal and organizational goal:

I1 Do you know the organizational goal of your institutes?
   If yes, kindly mention the goal.

I2 Are you contributing to achieve organizational goal?

I3 Whether Institution has achieve the organizational goal?

I4 Conflict between personal and organizational goal.

I5 Priority to personal goal, when it is not conflicting with organizational goal.
INTERVIEW SCHEDULE - IV

ROLE PERCEPTION OF SCHOOL ORGANIZERS

A. Aspiration of an individual working as a school organizers
   A1 Voluntarily accepted the responsibility of running school.
   A2 How? - Providing guidance to day to day administration of the school.
   A3 Whether discussing school programmes with the teachers, How?
   A4 Whether Institutional objectives are fulfilled through school programmes?
   A5 Management's objectives for contribution in the field of Education - How? (TRUTH - By discussion)

B. Leisure time activities
   B1 Full time engaged as a management How?
   B2 Joined professional organization which?
   B3 Leisure time activities - Education, Political, Religious, Commercial, Cultural
B4 Leisure time activities strengthens the performance as a management, How?

B5 Whether he is a member of any academic organization?

C. Interface and intraface relationship:

C1 Whether he is getting cooperation from principal for various programmes?

C2 Whether parents' are involved to take participation in various educational programmes?

C3 Whether government authority is approached for financial problems?

C4 Whether community is approached for solving financial problem?

C5 Whether parental cooperation is being asked to solve financial problem?

C6 Whether principal is capable enough to take work efficiently from the staff?
D Organizational goal:

D1 Management is organizing the orientation programme to the principal and teaching staff for achieving institutional goal?

D2 Whether management is assisting the staff in achieving institutional goal?

D3 Whether conflicting situation is prevailing among teachers for achieving institutional goal?

D4 Whether institution is on the right path for achieving institutional goal?
LIST OF EXPERTS WHO HAS BEEN CONSULTED AT VARIOUS STAGES OF THE RESEARCH

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
</table>
| 1       | Dr. Rameshbhai G. Kothari | Reader in Education  
P.G. Department (CASE)  
M.S. University  
Vadodara |
| 2       | Prof. D.A. Uchat       | Professor & Head  
Department of Education  
Saurashtra University  
Rajkot |
| 3       | Dr. B.U. Parekh        | Retd. Principal  
R.G.T. College of Education  
Porbandar, Dist. Junagadh |
| 4       | Prin. K.L. Khandekar   | Retd. Principal  
R.G.T. College of Education  
Porbandar, Dist. Junagadh |
| 5       | Dr. N.S. Pathak        | Retd. Dean  
Professor of Psychology  
Faculty of Education  
M.S. University,  
Vadodara |
<table>
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<tr>
<th>No.</th>
<th>Name</th>
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<tr>
<td>6</td>
<td>Shri Natubhai Pujara</td>
<td>Retd. Director State Institute of Education</td>
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<td></td>
<td>Gujarat State Ahmedabad</td>
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<td>7</td>
<td>Dr. Nikhil Desai</td>
<td>Principal G.E.B. School Vadodara</td>
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<tr>
<td>8</td>
<td>Shri Dhiraj Jogani</td>
<td>Principal Gujarat Law Society School Ellisbridge Ahmedabad</td>
</tr>
<tr>
<td>9</td>
<td>Dr. B.M. Dave</td>
<td>Ex. Director G.S. Text Book Production and Board Gandhinagar</td>
</tr>
<tr>
<td>10</td>
<td>Dr. I.J. Upadhyaya</td>
<td>Reader in Education (Retd.) P.G. Department of Education, Sardar Patel University Vallabh Vidyanagar</td>
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APPENDIX - X

LIST OF SCHOOLS COVERED UNDER STUDY

1. Don-Bosco English school, Jivaraj Park, Ahmedabad.

2. Shakti Vidyalaya, Ghatlodia, Ahmedabad.


17. Amardeep High School, Ahmedabad.

18. Ganesh Vidyalaya, Navavadaj, Ahmedabad.


27. Shri Jivkorba Vanita Vishram, Ahmedabad.


32. Divan Ballubhai High School, Kankaria, Ahmedabad.

33. Saraswati Vidyalaya, Saraspur, Ahmedabad.


35. Vandematram Vidyalaya, Amraiwadi, Ahmedabad.

36. Sabarmati Kanyavidyalaya, Sabarmati, Ahmedabad.

37. St. Xaviours Higher Secondary School, Sector-8, Gandhinagar.


41. High School, Santrampur, Dist. Panchmahals.
42. Telang Vajijya Vidyalaya, Godhra. Dist. Panchamahal.


44. Godhra Anaj Mahajan Sarvajanik High School, At Po. Godhra, Dist. Panchmahals


47. Liberty High School, Kharol, Ta. Lunavada, Dist. Panchmahals.


49. High School, Dahod, Dist. Panchmahals.


52. R & L. Pandhya High School, Dahod, Dist. Panchmahals.


56. Iqbal Union High School, Godhra.

57. Nutan High School, Patel wada, Ghodhra.

58. New Era High School, Godhra.

59. Unnati Vidyalaya, Godhra.

60. Shrimati S.J. Dave Sarvajanik High School, At. Shahera Dist. Panchmahals.


66. Sant Anna High School, Kapadvanj Road, Nadiad, Dist. Kaira.

68. Mahudha Kelavani Mandal, High School, mahudha, Dist. Kaira.


73. Shri M.P. patel, Uttarbuniyadi Vidyalaya, Bhetasi, Ta. Borsad.


77. Sarvajanik High School, Sayala, Dist. Surendranagar.

78. Oza Shardamandir, Surendranagar.


82. Shri Sahjanand Higher Secondary School, 2, Udayanagar b/h. Navalnagar, 10/12, mavadi Road, Rajkot.
84. Amarshinhji High School, Vankaner.
86. Sagrami High School, College Chowk, Gondal, Dist. Rajkot.
87. Shri Lalbahadur Shastri Kanya Vidyalaya, Dr. Radha Krishna Road, Rajkot.
88. Shri Kanta Stri Vikas Gruh Girls’ High School, Bhaktinagar, Rajkot.
90. Shri G.V.J. High School, Station Road, At. Jamkambholaj, Dist. Jamnagar.
93. Shri Saradar Patel Vidyalaya, Solaron Road, Jamnagar.
94. Shri J.S. Kanya Vidyalaya, Shastrinagar, Jamnagar-6.
95. Municipal High School, At. lalpur, Dist. Jamnagar.
96. Shri Vadava Vidyabhavan High School, Majrajwadi Marg, Bhavnagar.


100. Shri Kanya Vidyamandir, Joshpura, Dist. Junagadh.


102. Shri Baluba Kanya Vidyalaya, Probandar, Dist. Junagadh.


111. Sheth High School, Kalavad Road, Rajkot.

112. Mahatma Gandhi Vidyalaya, Rajkot.


115. Shri Saraswati Vidyalaya, Junagadh.


117. Ramkrishna High School, Mandavi, Kutch.

118. Adarsh Kanya Viayalaya, Gandhidham, Kutch.

119. Matruchhaya Kanya Vidyalaya, Bhuj, Kutch.

120. Shri K.K.M.S. Girls’ High School, At. Anjar, Kutch.


125. Sarvodya High High School, Becharaji, Dist. Mehsana.

126. Sarvodaya High School, Becharaji, Dist. Mehsana.


132. Sir Charl’s Wattson High School, Deesa, Dist. Banaskantha.


134. Shri G.H. Trivedi, sarvodaya High School, Kookadiay, Dist. Sabarkantha.


140. Shri P.P. Patel Girl’s High School, Chanasma, Dist. Mehsana.


146. Shri Surajba High School, Tintoi, Via. Modasa, Dist. Sabarkantha.


152. Sheth R.D. High School, Mundra (Kutch).

154. High School, Mehsana.


156. Himmat High School, Himmatnagar, dist. Sabarkantha.


159. Sarvajanik High School, Mehsana.


162. Sarva Vidyalaya, Kadi, Dist. Mehsana.


169. Donbosco High School, Makarpura, Vadodara.

170. parikh Model High School, Dandia Bazar, Vadodara.

171. Navyug High School, fatehganj, Vadodara.


175. Shri Bharati Vidyalaya, Baranpura, Vadodara.


177. Shri Ganyabai Sarvajanik High School, Chhani, Vadodara.


180. Amity High School, Dahej by pass Road, Bharuch.

181. Rungata Vidyabhavan, Bharuch.
182. The Pioneer High School, Naaz Jumma Masjid, Bharuch.
187. Rusvelt High School, Vaghodiya Road, Vadodara.
188. Vidya Vikas Vidyalaya, Subhanpura, Vadodara.
189. School, Fertilizernagar, Bharuch.
191. Brightland English Medium School, Sumul Dairy Road, Surat.
193. Safari Vidyalaya, Vadodara.
196. Kalyani School, ATUL, Bulsar.
197. Gayatri Vidyalaya, Vadodara.
201. High School, Vadodara.
204. Sarvajanik High School, Shinor, Dist. Vadodara.
205. Boy’s High School, Surat.
206. Lalbahadur Shastri Vidyalaya, Vadodara.
207. Tejas Vidyalaya, Vadodara.
208. Shri Navdurga Vidyalaya, Umalla, Dist. Bharuch.