APPENDIX 1: TABLES (ALB)

1.
Are you female or male?

Female	60.8%		138
Male	39.2%		89
		Total	227

2. **Which of the following terms best describes your role in school?**

I am a teacher	71.1%		162
I am a coordinator of practice or an instructor or an organiser of practical education	24.6%		56
I am a head teacher or principal	1.3%		3
I am a workshop or laboratory technician	3.1%		7
		Total	228

3. **Which region or province do you work in (ALB)?**

Shkodër	6.1%		14
Durrës	14.0%		32
Tiranë	34.2%		78
Elbasan	7.5%		17
Fier	13.6%		31
Korçë	11.0%		25
Vlorë	13.6%		31
		Total	228

4. **Which of the following broad vocational sectors does your main teaching specialism relate to:**
If you divide your time between two different specialisms then select two options.

agriculture, veterinary, forestry, fishing	5.3%	12
construction (e.g. brick laying, plumbing, roofing, carpentry)	3.1%	7
engineering (electrical, mechanical, automobile, civil construction, chemical, geodesy)	48.7%	111
manufacturing, production, processing (food, textiles, leather, wood)	8.3%	19
hospitality, tourism, catering, travel,	14.9%	34
business, retail, law, economy, management, administration	16.7%	38
information technology	8.3%	19
health-related (including medicine), social protection	3.1%	7
craftwork, fashion, art, design, film, media and creative	0.9%	2
general subjects, e.g. languages and mathematics, science, social science	0.9%	2
	Total	228

5. **What is your current employment status as a teacher?**
Please consider your employment status for all of your current teaching jobs combined.
Please mark one choice.

Full-time (more than 90% of full-time hours)	98.7%	225
Part-time (50% - 90% full-time hours)	0.4%	1
Part-time (less than 50% of full-time hours)	0.9%	2
	Total	228

6. **Are you formally qualified as a teacher or as an instructor or coordinator of practice?**
Here we understand 'qualified' to mean that you are officially licensed which means that you have passed any tests or exams and completed any necessary internship or probation

I am formally qualified as teacher	64.4%	145
I am doing teaching practice that leads to formal qualification as a teacher	6.7%	15
I am not formally qualified as a teacher and not undergoing any teaching practice	4.0%	9
I am formally qualified to work as an instructor or coordinator of practice	21.8%	49
I am not formally qualified to work as an instructor or coordinator of practice	2.2%	5
Other	0.9%	2
	Total	225

7. **What is the highest level of formal education you have completed?**
Please mark one choice

Upper secondary education	16.7%	38
Post-secondary, non-tertiary education	2.6%	6
Short-cycle tertiary education	2.2%	5
Bachelor or equivalent	51.1%	116
Master or equivalent	26.9%	61
Doctoral or equivalent	0.4%	1
	Total	227

8. **Did you complete an initial educational or training programme that prepares you to be a teacher or instructor?**
This programme may have been part of your higher education degree or it may have been a separate programme. Please mark one choice.

Yes	59.5%	135
No	40.5%	92
	Total	227

9. **Were the following elements included as part of your formal education or training?**
This question concerns your initial education and it does not concern in-service training or continuing professional development. Please mark one choice in each row.

	Yes, for all the subject(s) I teach	Yes, for some of the subject(s) I teach	No	Responses
Content of the subject(s) I teach	**183** 80.3%	**34** 14.9%	**11** 4.8%	228
Pedagogy (or Didactics) of the subject(s) I teach	**25** 11.0%	**21** 9.3%	**181** 79.7%	227
Classroom practice (practicum, internship or student teaching) in the subject(s) I teach	**20** 8.8%	**14** 6.2%	**193** 85.0%	227

10. **What is your employment status as a teacher at this school?**
Please mark one choice or ignore if you do not wish to answer

Permanent employment (an on-going contract with no fixed end-point before the age of retirement)	88.1%	200
Fixed-term contract for a period of more than 1 school year	6.2%	14
Fixed-term contract for a period of 1 school year or less	5.7%	13
	Total	227

11. **I am a member of a trade union.**
Please mark one choice or ignore if you do not wish to answer

Yes	55.2%		106
No	44.8%		86
	Total		192

12. **I am a member of a professional association for teachers**
Please mark one choice or ignore if you do not wish to answer

Yes	12.9%		22
No	87.1%		148
	Total		170

13. **In your first regular employment as a teacher, did/do you take part in any induction programme?**
An 'induction programme' is defined as a range of structured activities to support your introduction into the teaching profession, for example peer work with other new teachers, mentoring by experienced teachers, etc.
Please mark one choice in each of the following questions:

	Yes	No	Responses
I took/take part in an induction programme	**30** 13.2%	**197** 86.8%	227
I took/take part in informal induction activities not part of an induction programme	**47** 20.9%	**178** 79.1%	225
I took/take part in a general and/or administrative introduction to the school	**78** 34.8%	**146** 65.2%	224

14. **What is your experience of mentoring?**
This question refers to mentoring by or for teachers at your school. It does not refer to students within teacher education who are practising as teachers at school.
Please mark one choice in each row.

	Yes	No	Responses
I presently have an assigned mentor to support me.	**21** 9.3%	**206** 90.7%	227
I have served as an assigned mentor of teachers for one month or longer	**22** 9.8%	**203** 90.2%	225
I have received training to support my work as a mentor of teachers	**35** 15.5%	**191** 84.5%	226

15. **Did the professional development activities you participated in during the last 12 months cover the following topics? If so, what positive impact did these have on your teaching?**
Select one box for each of the following training topics.

	No training on this topic	Training had no positive impact	Small positive impact	Moderate positive impact	Large positive impact	Don't know	Responses
Knowledge and understanding in my subject field (s)	**137** 60.1%	**6** 2.6%	**7** 3.1%	**34** 14.9%	**35** 15.4%	**9** 3.9%	228
Pedagogical competences in teaching my subject field(s), including giving feedback to learners	**114** 50.0%	**3** 1.3%	**15** 6.6%	**46** 20.2%	**42** 18.4%	**8** 3.5%	228
Knowledge of the curriculum	**106** 46.5%	**1** 0.4%	**13** 5.7%	**46** 20.2%	**57** 25.0%	**5** 2.2%	228
Student evaluation and assessment practices	**102** 44.7%	**4** 1.8%	**12** 5.3%	**39** 17.1%	**65** 28.5%	**6** 2.6%	228
ICT (information and communication technology) skills for teaching	**112** 49.1%	**1** 0.4%	**17** 7.5%	**46** 20.2%	**42** 18.4%	**10** 4.4%	228

	No training on this topic	Training had no positive impact	Small positive impact	Moderate positive impact	Large positive impact	Don't know	Responses
Student behaviour and classroom management	**113** 49.6%	**0** 0.0%	**13** 5.7%	**46** 20.2%	**53** 23.2%	**3** 1.3%	228
Approaches to individualised learning	**125** 54.8%	**3** 1.3%	**12** 5.3%	**41** 18.0%	**40** 17.5%	**7** 3.1%	228
Teaching students with special needs	**144** 63.2%	**5** 2.2%	**12** 5.3%	**29** 12.7%	**30** 13.2%	**8** 3.5%	228
Teaching in a multicultural or multilingual setting	**152** 66.7%	**2** 0.9%	**15** 6.6%	**27** 11.8%	**19** 8.3%	**13** 5.7%	228
Teaching cross-curricular skills (e.g. problem solving, learning-to-learn	**128** 56.1%	**3** 1.3%	**9** 3.9%	**43** 18.9%	**34** 14.9%	**11** 4.8%	228
Approaches to developing cross-occupational competencies for future work (e.g. enterprise skills)	**137** 60.1%	**4** 1.8%	**18** 7.9%	**37** 16.2%	**25** 11.0%	**7** 3.1%	228
New technologies in the workplace	**142** 62.3%	**2** 0.9%	**18** 7.9%	**25** 11.0%	**34** 14.9%	**7** 3.1%	228
Student career guidance and counselling	**139** 61.2%	**2** 0.9%	**19** 8.4%	**26** 11.5%	**33** 14.5%	**8** 3.5%	227
Updating my professional knowledge and skills in relation to current practice in the workplace.	**126** 55.3%	**1** 0.4%	**6** 2.6%	**36** 15.8%	**54** 23.7%	**5** 2.2%	228

16. **For the professional development in which you participated in the last 12 months, did you receive any of the following support?**
Please mark one choice in each row.

	Yes	No	Responses
I received scheduled time for activities that took place during regular working hours at the school	**109** 47.8%	**119** 52.2%	228
I received a salary supplement for activities outside working hours	**4** 1.8%	**223** 98.2%	227
I received non-monetary support for activities outside working hours (reduced teaching, days off, study leave, etc.).	**22** 9.7%	**205** 90.3%	227

17. **How is your professional development organised?**

	Never	Sometimes	Often	Responses
Professional development takes the form of events lasting less than one day	**93** 41.0%	**87** 38.3%	**47** 20.7%	227
Professional development takes the form of events lasting one or two days	**88** 38.8%	**101** 44.5%	**38** 16.7%	227
Professional development takes the form of events lasting continuously for three days or more	**142** 62.6%	**60** 26.4%	**25** 11.0%	227
Professional development takes the form of multiple events spread out over several months but focusing on the same topic	**158** 69.6%	**39** 17.2%	**30** 13.2%	227

18. **Considering the professional development activities you took part in during the last 12 months, to what extent have they included the following?**
Please mark one choice in each row.

	Not in any activities	Yes, in some activities	Yes, in most activities	Yes, in all activities	Responses
A group of colleagues from my school	**94** 41.4%	**83** 36.6%	**36** 15.9%	**14** 6.2%	227
Opportunities for active learning methods (not only listening to a lecturer)	**133** 58.6%	**67** 29.5%	**18** 7.9%	**9** 4.0%	227
Collaborative learning activities or research with other teachers	**149** 65.9%	**62** 27.4%	**13** 5.8%	**2** 0.9%	226
New technologies, including information technology	**125** 55.1%	**69** 30.4%	**28** 12.3%	**5** 2.2%	227

19. **For each of the areas listed below, please indicate the degree to which you currently need professional development.**
Please mark one choice in each row.

	No need at present	Low level of need	Moderate level of need	High level of need	Responses
Knowledge and understanding in my subject field (s)	**94** 41.2%	**46** 20.2%	**60** 26.3%	**28** 12.3%	228
Pedagogical competencies in teaching my subject field(s), including giving feedback to learners	**44** 19.3%	**50** 21.9%	**96** 42.1%	**38** 16.7%	228
Knowledge of the curriculum	**77** 33.9%	**54** 23.8%	**60** 26.4%	**36** 15.9%	227
Student evaluation and assessment practices	**75** 32.9%	**65** 28.5%	**57** 25.0%	**31** 13.6%	228
ICT (information and communication technology) skills for teaching	**52** 22.8%	**48** 21.1%	**79** 34.6%	**49** 21.5%	228
Student behaviour and classroom management	**76** 33.3%	**64** 28.1%	**61** 26.8%	**27** 11.8%	228
Approaches to individualised learning	**67** 29.4%	**61** 26.8%	**70** 30.7%	**30** 13.2%	228
Teaching students with special needs	**36** 15.8%	**52** 22.8%	**69** 30.3%	**71** 31.1%	228
Teaching in a multicultural or multilingual setting	**51** 22.4%	**40** 17.5%	**64** 28.1%	**73** 32.0%	228
Teaching cross-curricular skills (e.g. problem solving, learning-to-learn)	**43** 18.9%	**63** 27.6%	**86** 37.7%	**36** 15.8%	228
Approaches to developing cross-occupational competencies for future work (e.g. enterprise skills)	**40** 17.5%	**58** 25.4%	**72** 31.6%	**58** 25.4%	228
New technologies in the workplace	**18** 7.9%	**33** 14.5%	**85** 37.3%	**92** 40.4%	228
Student career guidance and counselling	**32** 14.0%	**71** 31.1%	**72** 31.6%	**53** 23.2%	228
Updating my professional knowledge and skills in relation to current practice in the workplace.	**43** 18.9%	**45** 19.7%	**80** 35.1%	**60** 26.3%	228

20. **Whose responsibility is it to identify your professional development needs and to find suitable training?**

	I agree	I disagree	I don't know	Responses
It is mainly my responsibility to identify my own professional development needs and to find suitable training	**173** 75.9%	**29** 12.7%	**26** 11.4%	228
My school (employer) helps me to identify my professional development needs and to find suitable training	**161** 70.6%	**36** 15.8%	**31** 13.6%	228
There is a well-defined process for assessing my training needs and then providing suitable training, for example, through an annual professional development plan	**114** 50.0%	**31** 13.6%	**83** 36.4%	228

21. **How strongly do you agree or disagree that the following present barriers to your participation in professional development?**
Please mark one choice in each row.

	Strongly disagree	Disagree	Agree	Strongly agree	Responses
I do not have the pre-requisites (e.g. qualifications, experience, seniority)	**143** 63.3%	**52** 23.0%	**20** 8.8%	**11** 4.9%	226
Professional development is too expensive / unaffordable.	**38** 16.8%	**65** 28.8%	**84** 37.2%	**39** 17.3%	226
There is a lack of support from my employer (school)	**78** 34.7%	**97** 43.1%	**28** 12.4%	**22** 9.8%	225
Professional development conflicts with my work schedule	**110** 49.1%	**92** 41.1%	**22** 9.8%	**0** 0.0%	224
I do not have time because of family or personal responsibilities	**121** 53.8%	**86** 38.2%	**17** 7.6%	**1** 0.4%	225
There is no relevant professional development offered	**47** 20.8%	**63** 27.9%	**87** 38.5%	**29** 12.8%	226
There are no incentives for participating in such activities	**32** 14.1%	**46** 20.3%	**99** 43.6%	**50** 22.0%	227

22. **In this school, who uses the following methods to provide feedback to you?**
'External individuals or bodies' as used below refer to, for example, inspectors, municipality representatives, or other persons from outside the school.
Please mark as many choices as appropriate in each row.

	External individuals or bodies	School principal or school managers	Assigned mentor	Other teachers	I have never received this feedback in this school	Responses
Feedback following direct observation of your classroom teaching	**4** 1.8%	**197** 86.8%	**4** 1.8%	**10** 4.4%	**17** 7.5%	227
Feedback from student surveys about your teaching	**21** 9.3%	**99** 43.6%	**8** 3.5%	**33** 14.5%	**66** 29.1%	227
Feedback following an assessment of your content knowledge	**14** 6.2%	**114** 50.2%	**6** 2.6%	**24** 10.6%	**71** 31.3%	227
Feedback following an analysis of your students' test scores	**5** 2.2%	**138** 60.8%	**7** 3.1%	**22** 9.7%	**55** 24.2%	227
Feedback following self- assessment of your work (e.g. you present of a portfolio of your planning work)	**9** 4.0%	**113** 49.8%	**10** 4.4%	**31** 13.7%	**64** 28.2%	227
Feedback following surveys or discussions with parents or guardians	**20** 8.8%	**96** 42.3%	**4** 1.8%	**26** 11.5%	**84** 37.0%	227

23. **Concerning the feedback you have received at this school, to what extent has it directly led to a positive change in any of the following?**

	No positive change	A small change	A moderate change	A large change	Don't know	Responses
Your public recognition from the principal and/or your colleagues	**12** 5.6%	**36** 16.7%	**80** 37.0%	**56** 25.9%	**32** 14.8%	216
Your role in school development initiatives (e.g. curriculum development group, development of school objectives)	**12** 5.6%	**38** 17.7%	**84** 39.1%	**40** 18.6%	**41** 19.1%	215
Likelihood of your career advancement (e.g. promotion)	**29** 13.5%	**36** 16.7%	**68** 31.6%	**55** 25.6%	**27** 12.6%	215
The amount or type of professional development (in-service training) you undertake	**22** 10.3%	**49** 22.9%	**78** 36.4%	**43** 20.1%	**22** 10.3%	214
Your job responsibilities at this school	**20** 9.3%	**21** 9.8%	**70** 32.6%	**87** 40.5%	**17** 7.9%	215
Your confidence as a teacher	**12** 5.6%	**14** 6.5%	**58** 27.0%	**114** 53.0%	**17** 7.9%	215
Your salary and/or financial bonus	**133** 61.9%	**26** 12.1%	**20** 9.3%	**16** 7.4%	**20** 9.3%	215
Your classroom management practices	**11** 5.1%	**51** 23.7%	**86** 40.0%	**49** 22.8%	**18** 8.4%	215
Your knowledge and understanding of your main subject field(s)	**22** 10.2%	**37** 17.2%	**77** 35.8%	**58** 27.0%	**21** 9.8%	215
Your teaching practices	**8** 3.7%	**42** 19.5%	**83** 38.6%	**68** 31.6%	**14** 6.5%	215
Your methods for teaching students with special needs	**23** 10.7%	**44** 20.5%	**64** 29.8%	**42** 19.5%	**42** 19.5%	215
Your use of student assessments to improve student learning	**9** 4.2%	**47** 21.9%	**90** 41.9%	**49** 22.8%	**20** 9.3%	215
Your job satisfaction	**25** 11.6%	**47** 21.9%	**54** 25.1%	**77** 35.8%	**12** 5.6%	215
Your motivation	**26** 12.1%	**32** 14.9%	**56** 26.0%	**86** 40.0%	**15** 7.0%	215

24. **We would now like to ask you about teacher appraisal, feedback and professional development in your school more generally. How strongly do you agree or disagree with the following statements about this school?**
Here, 'appraisal' is defined as review of teachers' work. This appraisal can be conducted in a range of ways from a more formal approach (e.g. as part of a formal performance management system, involving set procedures and criteria) to a more informal approach (e.g. through informal discussions).
When a statement does not apply in your context, please omit the item. Please mark one choice in each row.

	Strongly disagree	Disagree	Agree	Strongly agree	Responses
The best performing teachers in this school receive the greatest recognition (e.g. rewards, additional training or responsibilities).	**79** 35.1%	**59** 26.2%	**61** 27.1%	**26** 11.6%	225
Teacher appraisal and feedback have little impact upon the way teachers teach in the classroom.	**35** 15.6%	**81** 36.2%	**94** 42.0%	**14** 6.3%	224
Teacher appraisal and feedback are largely done to fulfil administrative requirements.	**36** 16.1%	**60** 26.8%	**94** 42.0%	**34** 15.2%	224
A development or training plan is established for teachers to improve their work as a teacher.	**47** 20.9%	**35** 15.6%	**120** 53.3%	**23** 10.2%	225
Feedback is provided to teachers based on a thorough assessment of their teaching.	**22** 9.8%	**40** 17.9%	**134** 59.8%	**28** 12.5%	224
If a teacher is consistently under-performing, he/she would be dismissed.	**28** 12.5%	**66** 29.5%	**83** 37.1%	**47** 21.0%	224
Measures to remedy any weaknesses in teaching are discussed with the teacher.	**16** 7.1%	**20** 8.9%	**154** 68.8%	**34** 15.2%	224
A mentor is appointed to help the teacher improve his/her teaching.	**23** 10.2%	**27** 12.0%	**122** 54.2%	**53** 23.6%	225