

APPENDICES

Appendix 1: Data Collection Tools

Appendix 1.1. Teachers' and Principals' School Climate Index (English Version)

Thank you for agreeing to participate in this study. This is a research underway by Mr. Alebachew Alemnew, Ph.D. student in Tezpur University, Department of Education, India. The purpose of the study is to know the existing school climate, school community trust and their impact on the academic achievement of primary school students in Ethiopia. Your participation is voluntary. You may decline or skip any item that you feel uncomfortable in answering it.

The scale will take about 25 minutes to complete. All responses are nameless. There are neither correct nor incorrect answers. The researcher is interested only in your honest opinions. The feedbacks are solely used for this purpose and all feedbacks will be kept confidential.

N.B. Please return the filled questionnaire only to the researcher. It is not allowed to give to the school community members'.

Part I: Demographic Indicators

1. Zone _____
2. District _____
3. Name of school _____
4. Location: 4.1. Rural _____ 4.2. Urban _____
5. Gender: 5.1. Male _____ 5.2. Female _____
6. Responsibility: 6.1. Teacher _____ 6.2. Principal/ Vice _____
7. Age:
 - 7.1. ≤ 20 years _____
 - 7.2. 21 to 25 years _____
 - 7.3. 26 to 30 years _____
 - 7.4. 31 to 35 years _____
 - 7.5. 36 to 40 years _____
 - 7.6. ≥ 41 years _____
8. Qualification
 - 8.1. 10+2 _____
 - 8.2. 10+3 _____
 - 8.3. 12+2 _____
 - 8.4. 12+3 _____
 - 8.5. First Degree _____
 - 8.6. MA/MSC _____
 - 8.7. Other(specify _____)
9. Ecpereicne in years:
 - 9.1. < 5 years _____
 - 9.2. 5-10 years _____
 - 9.3. 11-15 years _____
 - 9.4. 14-20 years _____
 - 9.5. 21-25 years _____
 - 9.6. 26-30 years _____
 - 9.7. > 30 years _____

Part II: School Climate Index (SCI)

Direction:

The following are statements about your school climate. Please put a tick mark (✓) on the corresponding number based on your level of agreement to each statement.

1. Strongly Disagree 2. Disagree 3. Undecided 4. Agree 5. Strongly Agree

SN	Statements	Level of Agreement				
		1	2	3	4	5
1.	Our school makes an effort to inform the community about our goals and achievements.					
2.	Our school is able to marshal community support when needed.					
3.	The interactions between faculty members are cooperative.					
4.	Teachers respect the professional competence of their colleagues.					
5.	The school sets high standards for academic performance.					
6.	Students respect others who get good grades.					
7.	The principal is friendly and approachable.					
8.	The principal puts suggestions made by the faculty into operation.					
9.	Parents and other community members are included on planning committees.					
10.	Community members are responsive to requests for participation.					
11.	Teachers help and support each other.					
12.	Teachers in this school exercise professional judgment.					
13.	Teachers are committed to helping students.					
14.	Academic achievement is recognized and acknowledged by the school.					
15.	Students try hard to improve on previous work.					
16.	The principal explores all sides of topics and admits that other opinions exist.					
17.	The principal treats all faculty members as his or her equal.					
18.	Teachers accomplish their jobs with enthusiasm.					
19.	Teachers “go the extra mile” with their students.					
20.	Teachers provide strong social support for colleagues.					
21.	The learning environment is orderly and serious.					
22.	Students seek extra work so they can get good grades.					
23.	The principal is willing to make changes.					
24.	The principal lets faculty know what is expected of them.					
25.	The principal maintains definite standards of performance.					
26.	Community members attend meetings to stay informed about our school.					
27.	Organized community groups (e.g., PSTA/SMC) meet regularly to discuss school issues.					
28.	School people are responsive to the needs and concerns expressed by community members.					

የትምህርት ቤት ነባራዊ ሁኔታ አመለካከቶች

ለመምህራንና ርዕሰ መምህራን የቀረበ መጠይቅ

በዚህ ጥናት ለመሳተፍ ፈቃደኛ በመሆንዎ በቅድሚያ አመሠግናለሁ። ይህ ጥናት ህንድ ሐገር በሚገኘው ቴዘር ዩኒቨርሲቲ የፒ.ኤች.ዲ ተማሪ በሆነው በአለባቸው አለምነው የሚካሄድ ነው። የጥናቱ ዓላማ በአሁኑ ወቅት በአንደኛ ደረጃ ት/ቤቶች ያለውን የትምህርት ቤቶች አጠቃላይ ነባራዊ ሁኔታ፣ የመምህራን፣ በርዕሰ መምህራን፣ ተማሪዎችና ወላጆች ላይ ያላቸውን አመኔታና በተማሪዎች ውጤት ላይ ያለውን ተፅዕኖ ለማወቅ ነው። የእርስዎ ተሳትፎ በሙሉ ፈቃደኝነት ላይ የተመሠረተ ነው። በዚህ መጠይቅ ውስጥ ማቋረጥና የማይመች ጥያቄ ካለ የማለፍና መልስ ያለመስጠት መብትዎ የተጠበቀ ነው። ይህ መጠይቅ በአማካይ 25 ደቂቃ የሚወስድ ሲሆን ሥም መፃፍ አያስፈልግም። በዚህ መጠይቅ ትክክልም ሆነ ሥህተት የሚባል መልስ የለም። የጥናቱ ባለቤት የሚፈልገው የእርስዎን ትክክለኛ ግንዛቤና ሚዛናዊ መልስ ነው። የሚሰጡት መልስም ለዚህ ዓላማ ብቻ የሚያገለግልና በሚሰጥ የሚጠበቅ ይሆናል።

የሚመልሱትን መጠይቅ ጥናቱን ለሚያካሂደው ባለሙያ ብቻ እንዲሠጡ እንጠይቃለን።

አመሠግናለሁ
አለባቸው አለምነው

መመሪያ:- በክፍት ቦታዎቹ ላይ መልስዎን በማስቀመጥ፣ ምርጫ ለተሰጣቸው መጠይቆች ደግሞ መልስዎን በማክበብ እንዲሁም በሳጥንና ሰንጠረዥ ለተመለከቱት ደግሞ የ "√" "ምልክት በመጠቀም ይመልሱ።

ክፍል 1: የግል ሁኔታ

1. ዞን _____ 2. ወረዳ _____
3. የትምህርት ቤቱ ስም _____
4. ትምህርት ቤቱ የሚገኘው: 4.1. ገጠር _____ 4.2. ከተማ _____
5. ጾታ: 5.1. ወንድ _____ 5.2. ሴት _____
6. ሐላፊነት : 6.1 መምህር _____ 6. 2. ርዕሰ መምህር/ ም/ _____
7. ዕድሜ
 - 7.1. 20 ዓመትና በታች _____ 7.4. ከ 31-35 ዓመት _____
 - 7.2. ከ 21-25 ዓመት _____ 7.5. ከ36-40 ዓመት _____
 - 7.3. ከ 26-30 ዓመት _____ 7. 6. ከ41 ዓመትና በላይ _____
8. የትምህርት ደረጃ
 - 8.1. 10+2 _____ 8.4. 12+3 _____ 8.7. ሌላ (ይግለጹ) _____
 - 8.2. 10+3 _____ 8.5. የመጀመሪያ ዲግሪ _____
 - 8.3. 12+2 _____ 8.6. ማስተርስ ዲግሪ-- _____
9. ልምድ /
 - 9.1. ከ 5 ዓመት በታች _____ 9.5. ከ-21-25 ዓመት _____
 - 9.2. ከ5-10 ዓመት _____ 9.6. ከ26-30 ዓመት _____
 - 9.3. ከ11-15 ዓመት _____ 9.7. 31 ዓመትና በላይ-- _____
 - 9.4. ከ16-20 ዓመት _____

ክፍል 2: የትምህርት ቤት ነባራዊ ሁኔታ አመላካች

በሚከተሉት ሃሳቦች ላይ የአርሰዎን መምህር ርዕሰ መምህርና ትምህርት ቤት ግንኙነትና ምንነት

በጣም አልሥማማም =1 አልሥማማም = 2 አልወሰንኩም= 3
 እስማማለሁ =4 በጣም እስማማለሁ=5
 በማለት ቀጥለው ለቀረቡት ሃሳቦች ስምምነትዎን ይገለጹ።

ተ.ቁ	የትምህርት ቤት ነባራዊ ሁኔታ አመላካች	የስምምነት ደረጃ				
		1	2	3	4	5
1	ትምህርት ቤታችን ስለ አላማውና የተገኙ ውጤቶችን ለማህበረሰቡ ለማሳወቅ ጥረት ያደርጋል					
2	አስፈላጊ በሆነ ጊዜ ትምህርት ቤታችን የማህበረሰቡን ድጋፍ ማግኘት ይችላል					
3	በትምህርት ቤታችን ማህበረሰብ መካከል ያለው ግንኙነት በመተባበር ላይ የተመሰረተ ነው					
4	መምህራን የባልደረቦቻቸውን የሙያ ብቃት ያከብራሉ					
5	ትምህርት ቤታችን ለትምህርት አፈፃፀም ከፍተኛ ደረጃ ይሰጣል					
6	ተማሪዎች ጥሩ ውጤት ያላቸውን ጓደኞቻቸውን ያከብራሉ					
7	ርዕሰ መምህሩ ምቹና በቀላሉ የሚቀረብ ነው					
8	ርዕሰ መምህሩ/ራ የሚሰጡ ሃሳቦችን ተግባራዊ ያደርጋል/ታደርጋለች					
9	ወላጆችና ሌሎች የትምህርት ቤታችን ማህበረሰብ አባላት በዕቅድ ኮሚቴ ውስጥ ተካትተዋል					
10	የማህበረሰቡ አባላት ለሚቀርቡላቸው የተሳትፎ ጥያቄዎች ቀና ምላሽ ይሰጣሉ					
11	መምህራን እርስበርሳቸው ይደጋገፋሉ					
12	መምህራን በትምህርት ቤታቸው ሙያዊ ወሳኔ አሰጣጥን ተግባራዊ ያደርጋሉ					
13	መምህራን ተማሪዎችን ለመርዳት ቁርጠኝነት አላቸው					
14	ትምህርት ቤታችን ለትምህርት ውጤት እውቅና ይሰጣል					
15	ተማሪዎች ውጤታቸውን ለማሻሻል ብርቱ ጥረት ያደርጋሉ					
16	ርዕሰ መምህሩ ሁሉንም አማራጮች ይፈትሻል የሌሎች የሀሳብ አስተዋፅኦ መኖሩንም ያምናል					
17	ርዕሰ መምህሩ የስራባልደረቦቻቸውን በአቻ ስሜት ያስተናግዳል					
18	መምህራን ስራቸውን ከልብ በመነጨ ፍላጎት ያከናውናሉ					
19	መምህራን ተማሪዎችን ለመርዳት ከሚጠበቅባቸው በላይ ተጨማሪ ሥራ ይሰራሉ					
20	መምህራን ለስራ ባልደረቦቻቸው ጠንካራ ማህበራዊ ድጋፍ ያደርጋሉ					
21	የመማር ማስተማሩ ሁኔታ ስርዓት ያለው ነው					
22	ተማሪዎች ጥሩ ውጤት ለማግኘት ተጨማሪ ስራ ይሻሉ					
23	ርዕሰ መምህሩ ለለውጥ ዝግጁ ነው					
24	ርዕሰ መምህሩ ስራተኛዎች የሚጠበቅባቸውን እንዲያውቁ ያደርጋል/ ታደርጋለች/					
25	ርዕሰ መምህሩ ግልፅ የስራ አፈፃፀም ደረጃ ይከተላሉ					
26	የማህበረሰቡ አባላት ስለ ትምህርት ቤቱ መረጃ እንዲኖራቸው ስብሰባዎችን ይሳተፋሉ					
27	በትምህርት ቤቱ ውስጥ የተደራጁ አካላት (ለምሳሌ፡- ወተመህ) በትምህርት ቤቱ ጉዳይ ላይ ለመወያየት መደበኛ ስብሰባ ያደርጋሉ					
28	የትምህርት ቤቱ ማህበረሰብ በህብረተሰቡ ለሚነሱ ፍላጎቶችና የትኩረት ነጥቦች መልስ ይሰጣሉ					

Appendix 1.3. Teachers' Trust ScaleS (English Version)

Thank you for agreeing to participate in this study. This is a research carried out by Mr. Alebachew Alemnew, Ph. D student in Tezpur University, Department of Education, India. The purpose of the study is to know the existing school climate, school community and their impact on academic achievement of primary school students in Ethiopia. Your participation is fully voluntary. You may decline or skip any item that you feel uncomfortable in answering it.

The scale will take on average about 20 minutes to complete. All responses are nameless. There are neither correct nor incorrect answers. The researcher is interested only in your honest opinions. The feedbacks are solely used for this purpose and all feedbacks will be kept confidential.

N.B. Please return the filled questionnaire only to the researcher. It is not allowed to give to the school community.

Part I: Demographic Indicators

1. Zone _____
2. District _____
3. Name of school: _____
4. Location: 4.1: Rural____ 4. 2. Urban____
5. Gender 5.1. Male____ 5.2. Female ____
6. Age:
 - 6.1. \leq 20 years ____
 - 6.2. 21- 25 years____
 - 6.3. 26-30 years ____
 - 6.4. 31-35 years ____
 - 6.5. 36-40 years ____
 - 6.6. \geq 41 years ____
7. Qualification:
 - 7.1. 10+2 ____
 - 7.2. 10+3 ____
 - 7.3. 12+2 ____
 - 7.4. 12+3 ____
 - 7.5. First Degree ____
 - 7.6. . MA/MSC _____
 - 7.7. Other (Explain it) ____
8. Experience in years:
 - 8.1. <5 years _
 - 8.2. 5-10 years ____
 - 8.3. 11-15 years ____
 - 8.4. 16-20 years ____
 - 8.5. 21-25 years ____
 - 8.6. 26-30 years ____
 - 8.7. \geq 31years ____

Part II: Teachers' Trust Indicators

Direction:

The following are statements about your school climate. Please put a tick mark (√) on the corresponding number based on your level of agreement to each statement.

1. Strongly Disagree 2. Disagree 3. Undecided 4. Agree 5. Strongly Agree

SN	Statement	Level of agreement				
		1	2	3	4	5
1	Teachers in this school can rely on the principal.					
2	Teachers in this school trust the principal.					
3	The principal in this school typically acts in the best interests of teachers.					
4	The principal of this school does not show concern for the teachers.					
5	The principal does not really tell teachers what is going on.					
6	The teachers in this school have faith in the integrity of the principal.					
7	The teachers in this school are suspicious of most of the principal's actions.					
8	The principal in this school is competent in doing his or her job.					
9	Even in difficult situation, teachers in this school depend on each other.					
10	The teachers in this school are open with teach other.					
11	When teachers in this school tell you something, you can believe it.					
12	Teachers in this school typically look out for each other.					
13	Teachers in this school trust each other.					
14	Teachers in this school have faith in the integrity of their colleagues.					
15	Teachers in this school are suspicious of each other.					
16	Teacher's in this school do their jobs well.					
17	Teacher's think that most of the parents do a good job.					
18	Parents in this school are reliable in their commitments.					
19	Teachers in this school trust their students.					
20	Teachers can count on parental support.					
21	Teachers in this school trust parents.					
22	Teachers can believe what parents tell them.					
23	Students in this school care about teach other.					
24	Students here are secretive.					
25	Students in this school can be counted on to do their work.					
26	Teachers here believe that students are competent learners.					

Appendix 1.4. Teachers' Trust ScaleS (Amharic Version)

የመምህራን የአመኔታ ሁኔታ መለኪያ

በዚህ ጥናት ለመሳተፍ ፈቃደኛ በመሆንዎ በቅድሚያ አመሠግናለሁ። ይህ ጥናት ህንድ ሐገር በሚገኘው ቴዛዥ ዩኒቨርሲቲ የፒ.ኤች.ዲ ተማሪ በሆነው በአለባቸው አለምነው የሚካሄድ ነው። የጥናቱ ዓላማ በአሁኑ ወቅት በአንደኛ ደረጃ ት/ቤቶች ያለውን የትምህርት ቤቶች አጠቃላይ ነባራዊ ሁኔታ፣ የመምህራን፣ በርዕሰ መምህራን፣ ተማሪዎችና ወላጆች ላይ ያላቸውን አመኔታና በተማሪዎች ውጤት ላይ ያለውን ተፅዕኖ ለማወቅ ነው። የእርስዎ ተሳትፎ በሙሉ ፈቃደኝነት ላይ የተመሠረተ ነው። በዚህ መጠይቅ ውስጥ ማቋረጥና የማይመችዎ ጥያቄ ካለ የማለፍና መልስ ያለመስጠት መብትዎ የተጠበቀ ነው። ይህ መጠይቅ በአማካይ 20 ደቂቃ የሚወስድ ሲሆን ሥም መፃፍ አያስፈልግም። በዚህ መጠይቅ ትክክልም ሆነ ሥህተት የሚባል መልስ የለም። የጥናቱ ባለቤት የሚፈልገው የእርስዎን ትክክለኛ ግንዛቤናሚዛናዊ መልስ ነው። የሚሰጡት መልስም ለዚህ ዓላማ ብቻ የሚያገለግልና በሚስጥር የሚጠበቅ ይሆናል።

የሚመልሱትን መጠይቅ ጥናቱን ለሚያካሂደው ወይም መረጃ ለመሰብሰብ ለተወከለው ባለሙያ ብቻ እንዲሠጡ እንጠይቃለን።

አመሠግናለሁ

አለባቸው አለምነው

በማክበብ እንዲሁም በሳጥንና ሰንጠረዥ ለተመለከቱት ደግሞ የ"✓" ምልክት በመጠቀም ይመልሱ።

ክፍል 1: የግል ሁኔታ

መመሪያ:- በክፍት ቦታዎቹ ላይ መልስዎን በማስቀመጥ፣ ምርጫ ለተሰጣቸው መጠይቆች ደግሞ መልስዎን ታ

1. ዞን _____
2. ወረዳ _____
3. የትምህርት ቤቱ ስም _____
4. ትምህርት ቤቱ የሚገኘው: :4.1. ገጠር _____ 4.2. ከተማ _____
5. ጾታ: 5. 1. ወንድ _____ 5.2. ሴት _____
6. ዕድሜ

6. 1. 20 ዓመትና በታች	6. 3. ከ 26-30 ዓመት	6. 5. ከ36-40 ዓመት
6. 2. ከ 21-25 ዓመት	6. 4. ከ 31-35 ዓመት	6. 6. 41 ዓመትና በላይ
7. የትምህርት ደረጃ

7.1. 10+2	7.4. 12+3 _____	7.7. ሌላ (ይግለጹ) _____
7.2. 10+3	7.5. የመጀመሪያ ዲግሪ	
7.3. 12+2	7.6. ማስተርስ ዲግሪ	
8. ልምድ

8.1. ከ 5 ዓመት በታች _____	8.5. ከ-21-25 ዓመት _____
8.2. ከ5-10 ዓመት _____	8.6. ከ26-30 ዓመት _____
8.3. ከ11-15 ዓመት _____	8.7. ከ31 ዓመትና በላይ _____
8.4. ከ16-20 ዓመት _____	

ክፍል 2: የመምህራን የአመኔታ አመለካከቶች

በሚከተሉት ሃሳቦች ላይ የእርስዎን በርዕ መምህራን፣ በመምህራን፣ ተማሪዎችና ወላጆች ላይ ያለዎትን አመኔታ

በጣም አልሥማማም =1 አልሥማማም = 2 አልወሰንኩም= 3
 እስማማለሁ =4 በጣም እስማማለሁ=5

በማለት ቀጥለው ለቀረቡት ሃሳቦች ስምምነትዎን ይገለጹ፡፡

ተ.ቁ	የአመኔታ አመለካከቶች	የስምምነት ደረጃ				
		1	2	3	4	5
1.	መምህራን በርዕስ መምህሩ/ሯ ይተማመናሉ፡፡					
2.	በዚህ ትምህርት ቤት መምህራን በርዕስ መምህሩ/ሯ ላይ አመኔታ አላቸው ፡፡					
3.	ርዕስ መምህሩ/ሯ የመምህራንን ፍላጎት መሰረት አድርጎ ይሰራል፡፡					
4.	የትምህርት ቤቱ ርዕስ መምህር ለመምህራን ግድ የላቸውም፡፡					
5.	ርዕስ መምህሩ/ሯ በትምህርት ቤቱ ስለሚከናወኑ ተግባራት ለመምህራን አያሳውቁም፡፡					
6.	መምህራን በርዕ መምህሩ/ሯ ስብዕና ላይ እምነት አላቸው፡፡					
7.	መምህራን በርዕስ መምህሩ /ሯ አብዛኛው ተግባራት ላይ ጥርጣሬ አላቸው፡፡					
8.	በዚህ ትምህርት ቤት ርዕስ መምህሩ/ሯ ስራውን ለማከናወን ብቃት አለው፡፡					
9.	በአስቸጋሪ ሁኔታ ውስጥ እንኳ ቢሆን በዚህ ትምህርት ቤት መምህራን እርስ በርሳቸው ይደጋገፋሉ፡፡					
10.	በዚህ ትምህርት ቤት በመምህራን መካከል ግልፅነት አለ ፡፡					
11.	በዚህ ትምህርት ቤት መምህራን የሚነግሩዎቻቸው ጉዳዮች ተአማኒነት አላቸው፡፡					
12.	በዚህ ትምህርት ቤት መምህራን አንዱ ለሌላው ይጠነቀቃል፡፡					
13.	በዚህ ትምህርት ቤት መምህራን እርስ በርሳቸው ይተማመናሉ፡፡					
14.	መምህራን በስራ ባልደረቦቻቸው ስብዕና ላይ እምነት አላቸው ፡፡					
15.	በዚህ ትምህርት ቤት መምህራን በጥርጣሬ ይተያያሉ፡፡					
16.	በዚህ ትምህርት ቤት መምህራን ስራቸውን በአግባቡ ይሰራሉ፡፡					
17.	መምህራን አብዛኛው ወላጆች መልካም ስራ እንደሚሰሩ ያምናሉ፡፡					
18.	በዚህ ትምህርት ቤት ወላጆች የገቡትን ቃል በመተግበር ይታመናሉ፡፡					
19.	በዚህ ትምህርት ቤት መምህራን በተማሪዎቻቸው ላይ እምነት አላቸው፡፡					
20.	መምህራን ወላጆች የሚጠበቅባቸውን ድጋፍ ያደርጋሉ ብለው ያምናሉ፡፡					
21.	በዚህ ትምህርት ቤት መምህራን በወላጆች ላይ አመኔታ አላቸው፡፡					
22.	በዚህ ትምህርት ቤት መምህራን ወላጆች የሚነግሩዎቻቸውን ማመን ይችላሉ፡፡					
23.	በዚህ ትምህርት ቤት ተማሪዎች አንዱ ለሌላው ይጠነቀቃል ፡፡					
24.	በዚህ ትምህርት ቤት ተማሪዎች ድብቅ/ሚስጥራዊ ናቸው፡፡					
25.	በዚህ ትምህርት ቤት ተማሪዎች የሚጠበቅባቸውን ስራ ይሰራሉ ብለው መቁጠር ይችላል ፡፡					
26.	በዚህ ትምህርት ቤት መምህራን ተማሪዎች ለመማር ብቃት አላቸው ብለው ያምናሉ፡፡					

Appendix 1.5. Principals' Trust Scale (English Version)

Principals' Trust Scale

Thank you for agreeing to participate in this study. This is a research carried out by Mr. Alebachew Alemnew, Ph.D. student in Tezpur University, Department of Education; India. The purpose of the study is to know the existing school climate, level of teachers' trusts in principals and stakeholders and their impact on academic achievement of primary school students in Ethiopia. Your participation is voluntary. You may decline or skip any item that you feel uncomfortable in answering it.

The scale will take about 20 minutes to complete. All responses are nameless. There are neither correct nor incorrect answers. The researcher is interested only in your honest opinions. The feedbacks are solely used for this purpose and all feedbacks will be kept confidential.

N.B. Please return the filled questionnaire only to the researcher. It is not allowed to give to the school community members.

Part I: Demographic Indicators

Part I: Demographic Indicators

1. Zone _____
2. District _____
3. Name of school _____
4. Location: 4.1: Rural _____ 4. 2. Urban _____
5. Gender: 5.1. Male _____ 5.2. Female _____
6. Age:
 - 6.1. ≤ 20 years _____
 - 6.2. 20- 25 years _____
 - 6.3. 26-30 years _____
 - 6.4. 31-35 years _____
 - 6.5. 36-40 years _____
 - 6.7. ≥ 41 years _____
7. Qualification:
 - 7.1. 10+2 _____
 - 7.2. 10+3 _____
 - 7.3. 12+2 _____
 - 7.4. 12+3 _____
 - 7.5. First Degree _____
 - 7.6. MA/MSC _____
 - 7.7. Other (Explain it) _____
8. Experience in years:
 - 8.1. < 5 years _____
 - 8.2. 5-10 years _____
 - 8.3. 11-15 years _____
 - 8.4. 16-20 years _____
 - 8.5. 21-25 years _____
 - 8.6. 26-30 years _____
 - 8.7. > 30 years _____

Part II: Principals' Trust Indicators

Direction:

Indicate your level of agreement with each of the following statements about your principal-teachers' relationships from strongly **disagree** to **strongly agree**.

1.Strongly Disagree 2. Disagree 3. Undecided 4.Agree 5.Strongly Agree

SN	Statements	Level of agreement				
		1	2	3	4	5
1	Teachers in this school are candid with me.					
2	I can count on parents to support the school.					
3	Students here really care about the school.					
4	I have faith in the integrity of my teachers.					
5	Students in this school can be counted on to do their work.					
6	I believe in my teachers.					
7	Most students in this school are honest.					
8	I question the competence of some of my teachers.					
9	I am often suspicious of teachers' motives in this school.					
10	Most students are able to do the required work.					
11	I trust the students in this school.					
12	When teachers in this school tell you something, you can believe it.					
13	Even in difficult situations, I can depend on my teachers.					
14	Parents in this school have integrity.					
15	Parents in this school are reliable in their commitments.					
16	Most parents openly share information with the school.					
17	My teachers typically look out for me.					
18	I trust the teachers in this school.					
19	Students in this school are reliable.					
20	Most parents here have good parenting skills.					

Appendix 1.6. Principals' Trust Scales (Amharic Version)

የርዕሰ መምህራን የአመኔታ ሁኔታ አመለካከቶች

በዚህ ጥናት ለመሳተፍ ፈቃደኛ በመሆንዎ በቅድሚያ አመሠግናለሁ። ይህ ጥናት ህንድ ሐገር በሚገኘው ቴዘዥ ፎካል ስርዓት የፒ.ኤች.ዲ ተማሪ በሆነው በአለባቸው አለምነው የሚካሄድ ነው። የጥናቱ ዓላማ በአሁኑ ወቅት በአንደኛ ደረጃ ት/ቤቶች ያለውን የትምህርት ቤቶች አጠቃላይ ነባራዊ ሁኔታ፣ የመምህራን፣ በርዕሰ መምህራን፣ ተማሪዎችና ወላጆች ላይ ያላቸውን አመኔታና በተማሪዎች ውጤት ላይ ያለውን ተፅዕኖ ለማወቅ ነው። የእርስዎ ተሳትፎ በሙሉ ፈቃደኝነት ላይ የተመሠረተ ነው። በዚህ መጠይቅ ውስጥ ማቋረጥና የማይመችዎ ጥያቄ ካለ የማለፍና መልስ ያለመስጠት መብትዎ የተጠበቀ ነው። ይህ መጠይቅ በአማካይ 20 ደቂቃ የሚወስድ ሲሆን ሥም መጻፍ አያስፈልግም። በዚህ መጠይቅ ትክክልም ሆነ ሥህተት የሚባል መልስ የለም። የጥናቱ ባለቤት የሚፈልገው የእርስዎን ትክክለኛ ግንዛቤና ሚዛናዊ መልስ ነው። የሚሰጡት መልስም ለዚህ ዓላማ ብቻ የሚያገለግልና በሚሰጥር የሚጠበቅ ይሆናል።

የሚመልሱትን መጠይቅ ጥናቱን ለሚያካሂደው ባለሙያ ብቻ እንዲሠጡ እንጠይቃለን።

አመሠግናለሁ

አለባቸው አለምነው

መመሪያ:- በክፍት ቦታዎቹ ላይ መልስዎን በማስቀመጥ፣ ምርጫ ለተሰጣቸው መጠይቆች ደግሞ መልስዎን

በማክበብ እንዲሁም በሳጥንና ሰንጠረዥ ለተመለከቱት ደግሞ የ"✓" ምልክት በመጠቀም ይመልሱ።

ክፍል 1: የግል ሁኔታ

1. ዞን _____ 2. ወረዳ _____
3. የትምህርት ቤቱ ስም _____
4. ትምህርት ቤቱ የሚገኘው: 4.1. ገጠር 4.2. ከተማ
5. ጾታ: 5.1. ወንድ 5.2. ሴት
6. ዕድሜ
 - 6.1. 20 ዓመትና በታች _____ 6.4. ከ 31-35 ዓመት _____
 - 6.2. ከ 21-25 ዓመት _____ 6.5. ከ36-40 ዓመት _____
 - 6.3. ከ 26-30 ዓመት _____ 6.6. ከ41 ዓመትና በላይ _____
7. የትምህርት ደረጃ:
 - 7.1. 10+2 _____ 7.4. 12+3 _____ 7.7. ሌላ (ይግለጹ) _____
 - 7.2. 10+3 _____ 7.5. የመጀመሪያ ዲግሪ _____
 - 7.3. 12+2 _____ 7.6. ማስተርስ ዲግሪ _____
8. ልምድ :
 - 8.1. ከ 5 ዓመት በታች _____
 - 8.2. ከ5-10 ዓመት _____
 - 8.3. ከ11-15 ዓመት _____
 - 8.4. ከ16-20 ዓመት _____
 - 8.5. ከ-21-25 ዓመት _____
 - 8.6. ከ26-30 ዓመት _____
 - 8.7. 31 ዓመትና በላይ _____

ክፍል 2: የር/መምህራን የአመኔታ አመለካኞች

በሚከተሉት ሃሳቦች ላይ የእርስዎን መምህር ርዕሰ መምህርና ትምህርት ቤት ግንኙነትና ምንነት

በጣም አልሥማማም =1 አልሥማማም = 2 አልወሰንኩም= 3
 እስማማለሁ =4 በጣም እስማማለሁ= 5
 በማለት ቀጥለው ለቀረቡት ሃሳቦች ስምምነትዎን ይገለጹ።

ተ.ቁ	የአመኔታ አመለካኞች	የስምምነት ደረጃ				
		1	2	3	4	5
1.	በዚህ ት/ቤት ያሉ መምህራን ለኔ ቅኖች ናቸው።					
2.	ወላጆች ትምህርት ቤቱን ይደግፋሉ ብዬ አምናለው።					
3.	ተማሪዎች ለትምህርት ቤታቸው ይጠነቀቃሉ ።					
4.	በኔ መምህራን ስብዕና ላይ እምነት አለኝ ።					
5.	የዚህ ት/ቤት ተማሪዎች ስራቸውን በአግባቡ ይሰራሉ ብለው መተማመን ይቻላል።					
6.	በመምህራኖቼ እተማመናለው።					
7.	ብዙዎች የዚህ ት/ቤት ተማሪዎች ታማኝ ናቸው ።					
8.	የአንዳንድ መምህራን ብቃት ላይ ጥርጣሬ አለኝ ።					
9.	ብዙ ጊዜ በመምራን ተነሳሽነት ላይ ጥርጣሬ አለኝ።					
10.	ብዙዎች ተማሪዎች የሚጠበቅባቸውን ስራ መስራት ይችላሉ።					
11.	በትምህርት ቤታችን ያሉ ተማሪዎችን አምናቸዋለሁ።					
12.	በዚህ ትምህርት ቤት መምህራን የሚነግሩዎቻቸው ማመን ይቻላል።					
13.	በአስቸጋሪ ሁኔታ ውስጥ እንኳ ቢሆን በመምህራን ላይ መተማመን እችላለሁ።					
14.	ወደዚህ ትምህርት ቤት ልጆቻቸውን ልከው የሚያስተምሩ ወላጆች ስብዕና አላቸው ።					
15.	በዚህ ትምህርት ቤት ወላጆች የገቡትን ቃል በመተግበር ይታመናሉ።					
16.	ብዙ ወላጆች ከትምህርት ቤቱ ጋር በግልፅ መረጃ ይለዋወጣሉ።					
17.	መምህራኖቼ ለእኔ በተለየ ሁኔታ ይጠነቀቁልኛል ።					
18.	በዚህ ትምህርት ቤት ያሉ መምህራንን አምናቸዋለሁ።					
19.	በዚህ ትምህርት ቤት ያሉ ተማሪዎች እምነት የሚጣልባቸው ናቸው።					
20.	ብዙዎቹ ወላጆች የልጅ አስተዳደግ ክህሎት አላቸው።					

Appendix 1.7. Students' Trust Scales (Schedule) (English Version)

Students' Trust in Teachers (Schedule)

Thank you for agreeing to participate in this study. This is a research carried out by Mr. Alebachew Alemnew, Ph.D. student in Tezpur University, Department of Education; India. The purpose of the study is to know the existing school climate, level of school community trust and their impact on academic achievement of primary school students. Your participation is voluntary. You may decline or skip any item that you feel uncomfortable in answering it.

The scale will take about 30 minutes to complete. All responses are nameless. There are neither correct nor incorrect answers. The researcher is interested only in your honest opinions. The feedbacks are solely used for this purpose and all feedbacks will be kept confidential.

N.B. Please return the filled questionnaire only to the researcher. It is not allowed to give to the school community members.

Part I: Demographic Indicators

1. Zone _____
2. District _____
3. Name of school _____
4. Location of the school: 4.1. Rural _____ 4.2. Urban _____
5. Grade _____
6. Gender: 6.1. Male _____ 6.2. Female _____
7. Age _____

Part II: Students' Trust Scale (Schedule)

Direction:

Indicate your level of agreement with each of the following statements about your students - teachers' relationships from **strongly disagree** to **strongly agree**.

1. Strongly Disagree 2. Disagree 3. Undecided 4. Agree 5. Strongly Agree

SN	Statements	Level of Agreement				
		1	2	3	4	5
1.	Teachers are always ready to help.	1	2	3	4	5
2.	Teacher at this school have high expectations for all students.	1	2	3	4	5
3.	Teachers at this school are easy to talk to.	1	2	3	4	5
4.	Students are well cared for at this school.	1	2	3	4	5
5.	Teachers at this school always do what they are suppose to.	1	2	3	4	5
6.	Teachers at this school really listen to students.	1	2	3	4	5
7.	Teachers at this school are always honest with me.	1	2	3	4	5
8.	Teachers at this school do a terrific job.	1	2	3	4	5
9.	Students can believe what teachers tell them.	1	2	3	4	5
10.	Teachers at this school do not care about students.	1	2	3	4	5
11.	Teachers at this school are good at teaching.	1	2	3	4	5
12.	Students learn a lot from teachers in this school.	1	2	3	4	5
13.	Students at this school can depend on teachers for help.	1	2	3	4	5

Appendix 1.8. Students' Trust Scales (Schedule) Amharic Version

የተማሪዎችን የአመኔታ ሁኔታ አመለካከቶች / Students' Trust Scale /

በዚህ ጥናት ለመሳተፍ ፈቃደኛ በመሆን በቅድሚያ አመሠግናለሁ። ይህ ጥናት ህንድ ሐገር በሚገኘው ቴዛዥ ፎካል ፎንድ የፒ.ኤች.ዲ ተማሪ በሆነው በአለባቸው አለምነው የሚካሄድ ነው። የጥናቱ ዓላማ በአሁኑ ወቅት በአንደኛ ደረጃ ት/ቤቶች ያለውን የትምህርት ቤቶች አጠቃላይ ነባራዊ ሁኔታ፣ የመምህራን፣ በርዕሰ መምህራን፣ ተማሪዎችና ወላጆች ላይ ያላቸውን አመኔታና በተማሪዎች ውጤት ላይ ያለውን ተፅዕኖ ለማወቅ ነው ። የእርስዎ ተሳትፎ በሙሉ ፈቃደኝነት ላይ የተመሠረተ ነው። በዚህ መጠይቅ ውስጥ ማቋረጥና የማይመች ጥያቄ ካለ የማለፍና መልስ ያለመስጠት መብትዎ የተጠበቀ ነው። ይህ መጠይቅ በአጣጣይ 30 ደቂቃ የሚወስድ ሲሆን ሥም መፍ አያስፈልግም። በዚህ መጠይቅ ትክክልም ሆነ ሥህተት የሚባል መልስ የለም። የጥናቱ ባለቤት የሚፈልገው የእርስዎን ትክክለኛ ግንዛቤና ሚዛናዊ መልስ ነው። የሚሰጡት መልስም ለዚህ ዓላማ ብቻ የሚያገለግልና በሚስጥር የሚጠበቅ ይሆናል።

የሚመልሱትን መጠይቅ ጥናቱን ለሚያካሂደው ባለሙያ ብቻ እንዲሠጡ እንጠይቃለን።

አመሠግናለሁ
አለባቸው አለምነው

መመሪያ:- በክፍት ቦታዎቹ ላይ መልስዎን በማስቀመጥ፣ ምርጫ ለተሰጣቸው መጠይቆች ደግሞ መልስዎን በማክበብ እንዲሁም በሳጥንና ሰንጠረዥ ለተመለከቱት ደግሞ የ"✓" ምልክት በመጠቀም ይመልሱ።

ክፍል 1: የግል ሁኔታ

1. ዞን _____
2. ወረዳ _____
3. የትምህርት ቤቱ ስም _____
4. ትምህርት ቤቱ የሚገኝበት: 4.1. ገጠር _____ 4.2. ከተማ _____
5. ክፍል _____
6. ጾታ 5.1. ወንድ _____ 5.2. ሴት _____
7. ዕድሜ _____

ከፍል 2: የተማሪዎች የአመኔታ ሁኔታ አመለካከቶች

በሚከተሉት ሃሳቦች ላይ የአንቸን/አንተን ከመምህር ና ትምህርት ቤት ግንኙነትና ምንነት

በጣም አልሥማማም =1 አልሥማማም = 2 አልወሰንኩም= 3
 እስማማለሁ =4 በጣም እስማማለሁ=5

በማለት ቀጥለው ለቀረቡት ሃሳቦች ስምምነትዎን ይገለጹ።

ተ.ቁ	የአመኔታ አመለካከቶች	የስምምነት ደረጃ				
		1	2	3	4	5
1.	መምህራን ተማሪዎችን ለመርዳት ሁሌም ዝግጁ ናቸው።					
2.	በዚህ ትምህርት ቤት መምህራን በሁሉም ተማሪዎች ላይ ከፍተኛ ግምት አላቸው ።	1	2	3	4	5
3.	ከትምህርት ቤታችን መምህራን ጋር በቀላሉ መነጋገር ይቻላል ።	1	2	3	4	5
4.	በዚህ ትምህርት ቤት ተማሪዎች ተገቢው እንክብካቤ ይደረግላቸዋል።	1	2	3	4	5
5.	በዚህ ትምህርት ቤት መምህራን ሁሌም የሚጠበቅባቸውን ይሰራሉ።	1	2	3	4	5
6.	በዚህ ትምህርት ቤት መምህራን ተማሪዎችን ከልብ ያዳምጣሉ።	1	2	3	4	5
7.	በትምህርት ቤት ዉስጥ ያሉ መምህራን ሁሌም ለተማሪዎች ታማኝ ናቸው።	1	2	3	4	5
8.	በዚህ ትምህርት ቤት ያሉ መምህራን በጣም ጥሩ ስራ ይሰራሉ።	1	2	3	4	5
9.	ተማሪዎች መምህራን የሚነግሩዋቸውን ማመን ይችላሉ።	1	2	3	4	5
10.	በትምህርት ቤት ያሉ መምህራን ለተማሪዎች ግድ የላቸውም።	1	2	3	4	5
11.	በዚህ ትምህርት ቤት ያሉ መምህራን ሲያስተምሩ ጥሩ ናቸው።	1	2	3	4	5
12.	በዚህ ትምህርት ቤት ተማሪዎች ከመምህራን ብዙ ይማራሉ።	1	2	3	4	5
13.	በዚህ ትምህርት ቤት ተማሪዎች በመምህራን እገዛ ይተማመናሉ።	1	2	3	4	5

Appendix 1.9: Parents' Trust in School Scale (Schedule) (English Version)

Thank you for agreeing to participate in this study. This is a research carried out by Mr. Alebachew Alemnew, Ph.D. student in Tezpur University, Department of Education, India. The purpose of the study is to know the existing school climate, level of school community trust and their impact on academic achievement of primary school students. Your participation is voluntary. You may decline or skip any item that you feel uncomfortable in answering it.

The scale will take about 30 minute to complete. All responses are nameless. There are neither correct nor incorrect answers. The researcher is interested only in your honest opinions. The feedbacks are solely used for this purpose and all feedbacks will be kept confidential.

Part I: Demographic Indicators

1. Zone _____
2. District _____
3. Name of school _____
4. Location of the school: 4.1. Rural _____ 4.2. Urban _____
5. Gender _____
6. Age _____
7. Educational Level Illiterate _____
 - 7.1. Basic reading and writing _____
 - 7.2. Completed grade 5 _____
 - 7.3. Completed grade 8 _____
 - 7.4. Completed grade 10 _____
 - 7.5. Completed grade 12 _____
 - 7.6. Diploma _____
 - 7.7. First degree _____
 - 7.8. Any other _____

Part II: Parents' Trust in school (Schedule)

Directions:

Please tell us how much you agree or disagree with each of the statements about your child's school by circling or marking from **strongly disagree** to **strongly agree**.

1. Strongly Disagree 2. Disagree 3. Undecided 4. Agree 5. Strongly Agree

	Statements	Level of agreement				
		1	2	3	4	5
1.	Teachers at my child's school are good at teaching.	1	2	3	4	5
2.	Students can depend on teachers for help.	1	2	3	4	5
3.	This school keeps me well informed.	1	2	3	4	5
4.	Teachers are willing to go the extra mile to help my child.	1	2	3	4	5
5.	Teachers at this school are trustworthy.	1	2	3	4	5
6.	Teachers at my child's school are helpful.	1	2	3	4	5
7.	I trust that the school's personnel are looking out for my child's best interests.	1	2	3	4	5
8.	School personnel listen to me if I have a concern.	1	2	3	4	5
9.	People at the school care about my child.	1	2	3	4	5
10.	Teachers at my child's school are fair.	1	2	3	4	5
11.	My child has access to extra help at school if needed.	1	2	3	4	5
12.	Teachers at my child's school do a terrific job.	1	2	3	4	5
13.	I am kept informed of my child's progress.	1	2	3	4	5
14.	I can get help for my child from the school if needed.	1	2	3	4	5
15.	I can reach my child's teacher(s) easily.	1	2	3	4	5

Appendix 1.10: Parents' Trust in School Scale (Schedule) (Amharic Version)

የወላጆችን የአመኔታ ሁኔታ አመለካከቶች

በዚህ ጥናት ለመሳተፍ ፈቃደኛ በመሆንዎ በቅድሚያ አመሠግናለሁ። ይህ ጥናት ህንድ ሐገር በሚገኘው ቴዛዢ ዩኒቨርሲቲ የፒ.ኤች.ዲ ተማሪ በሆነው በአለባቸው አለምነው የሚካሄድ ነው። የጥናቱ ዓላማ በአሁኑ ወቅት በአንደኛ ደረጃ ት/ቤቶች ያለውን የትምህርት ቤቶች አጠቃላይ ነባራዊ ሁኔታ፣ የመምህራን፣ በርዕሰ መምህራን፣ ተማሪዎችና ወላጆች ላይ ያላቸውን አመኔታና በተማሪዎች ውጤት ላይ ያለውን ተፅዕኖ ለማወቅ ነው። የእርስዎ ተሳትፎ በሙሉ ፈቃደኝነት ላይ የተመሠረተ ነው። በዚህ መጠይቅ ውስጥ ማቋረጥና የማይመችዎ ጥያቄ ካለ የማለፍና መልስ ያለመስጠት መብትዎ የተጠበቀ ነው። ይህ መጠይቅ በአማካይ 30 ደቂቃ የሚወስድ ሲሆን ሥም መፃፍ አያስፈልግም። በዚህ መጠይቅ ትክክልም ሆነ ሥህተት የሚባል መልስ የለም። የጥናቱ ባለቤት የሚፈልገው የእርስዎን ትክክለኛ ግንዛቤና ሚዛናዊ መልስ ነው። የሚሰጡት መልስም ለዚህ ዓላማ ብቻ የሚያገለግልና በሚስጥር የሚጠበቅ ይሆናል።

የሚመልሱትን መጠይቅ ጥናቱን ለሚያካሂደው ባለሙያ ብቻ እንዲሠጡ እንጠይቃለን።
አመሠግናለሁ
አለባቸው አለምነው

መመሪያ:- በከፍት ቦታዎቹ ላይ መልስዎን በማስቀመጥ፣ ምርጫ ለተሰጣቸው መጠይቆች ደግሞ መልስዎን በማክበብ እንዲሁም በሳጥንና ሰንጠረዥ ለተመለከቱት ደግሞ የ"√" ምልክት በመጠቀም ይመልሱ።

ክፍል 1: የግል ሁኔታ

1. ዞን _____
2. ወረዳ -----
3. የትምህርት ቤቱ ስም _____
4. ትምህርት ቤቱ የማገኘት: 4.1. ገጠር _____ 4. 2.. ከተማ _____
5. ጾታ _____
6. ዕድሜ _____
7. የትምህርት ደረጃ
 - 7.1. ማይም _____
 - 7.2. ማንበብና መፃፍ _____
 - 7.3. 5 ኛ ክፍል ያጠናቀቀ/ች _____
 - 7.4. 8 ኛ ክፍል ያጠናቀቀ/ች _____
 - 7.5. 10ኛ ክፍል ያጠናቀቀ/ች _____
 - 7.6. 12ኛ ክፍል ያጠናቀቀ/ች _____
 - 7.7. ዲፕሎማ _____
 - 7.8. የመጀመሪያ ደግሪ _____
 - 7.9. ሌላ (ይገለፅ) _____

ክፍል 2: የወላጆችን የአመኔታ አመለካኞች

በሚከተሉት ሃሳቦች ላይ የእርስዎን ወላጅ ፣ መምህር ፣ ተማሪ ፣ ርዕሰ መምህርና ትምህርት ቤት ግንኙነትና ምንነት

በጣም አልሥማማም =1	አልሥማማም = 2	አልወሰንኩም= 3
እስማማለሁ =4	በጣም እስማማለሁ=5	

በማለት ቀጥለው ለቀረቡት ሃሳቦች ስምምነትዎን ይገለጹ።

ተ.ቁ	የአመኔታ አመለካኞች	የስምምነት ደረጃ				
		1	2	3	4	5
1.	በልጄ ትምህርት ቤት ያሉ መምህራን ሲያስተምሩ ጥሩ ናቸው።	1	2	3	4	5
2.	ተማሪዎች ከመምህራን እገዛ እንደሚያገኙ መተማመን ይችላሉ።	1	2	3	4	5
3.	ትምህርት ቤቱ ወቅታዊ መረጃ ይሰጠኛል።	1	2	3	4	5
4.	መምህራን ልጄን ለመርዳት ከሚጠበቅባቸው በላይ ይሰራሉ።	1	2	3	4	5
5.	የዚህ ትምህርት ቤት መምህራን እምነት የሚጣልባቸው ናቸው።	1	2	3	4	5
6.	በልጄ ትምህርት ቤት ያሉ መምህራን ተባባሪ ናቸው።	1	2	3	4	5
7.	በትምህርት ቤቱ ያሉ ሰራተኞች የልጄን ፍላጎት ይጠብቃሉ ብዬ አምናለሁ።	1	2	3	4	5
8.	በትምህርት ቤቱ ያሉ ሰራተኞች የሚያሳስቡኝ ነገሮች ካሉ ያዳምጡኛል።	1	2	3	4	5
9.	በትምህርት ቤቱ ያሉ ሰራተኞች ለልጄ ተገቢውን እንክብካቤ ያደርጋሉ።	1	2	3	4	5
10.	በልጄ ትምህርት ቤት ያሉ መምህራን ሚዛናዊ ናቸው።	1	2	3	4	5
11.	ልጄ ተጨማሪ እገዛ ቢያስፈልገው በትምህርት ቤቱ ማግኘት ይችላል።	1	2	3	4	5
12.	በልጄ ትምህርት ቤት ያሉ መምህራን በጣም ጥሩ ስራ ይሰራሉ።	1	2	3	4	5
13.	ስለ ልጄ መሻሻል ወቅታዊ መረጃ አገኛለሁ።	1	2	3	4	5
14.	ለልጄ እርዳታ ብፈልግ ከትምህርት ቤቱ በቀላሉ ማግኘት እችላለሁ።	1	2	3	4	5
15.	የልጄን መምህር(ራን) በቀላሉ ማግኘት /ማነጋገር እችላለሁ።	1	2	3	4	5

Appendix 1.11. Cluster Supervisors Interview Guideline

1. How do you explain the school climate in terms of:
 - 1.1. Collegial leadership?
 - 1.2. Teachers' professionalism?
 - 1.3. Academic press?
 - 1.4. Community engagement?
2. How do you explain the teachers trust in principals in terms of:
 - 2.1. Benevolence**
 - How much caring are teachers and principals towards each other?
 - Are teachers and principals concerned to each other? How?
 - How much do principals keep the interests of teachers and how much the teachers keep the best interests of principals?
 - What about students and parents?
 - 2.2. Reliability**
 - How many teachers and principals are walking their talking even in difficult situations?
 - Do teachers/principals keep their promises?
 - Have you ever observed any betrayal between teachers and principals?
 - 2.3. Competence**
 - Do teachers feel interdependent in their teaching filed r?
 - Are teachers ready for any professional development? What do you recommend?
 - Do you think that teachers have subject expertise? How many of them do they have?
 - Do teachers do their jobs in your schools?
 - Are students doing well, competent?
 - 2.4. Honesty**
 - How much credible are teachers and principals in your schools?
 - Have you ever observed any opportunistic behavior in your teachers and principals?
 - Are teachers and principals ready to take responsibilities and blames for errors?
 - What about students and parents?
 - 2.5. Openness:**
 - How do you explain the collaboration between teachers and principals?
 - Do you have any experience that teachers or principals were communicating openly where your interference was needed?
 - Do teachers and principals share professional secretes, new strategies of teaching, materials with the interest of helping students?
 - What about students and parents?
3. How do you evaluate the results of students based on the climate of the school, and trust of teachers in the school community?
4. What any other suggestions do you have to have healthy climate and enhance the level of trust between teachers, principals and other stakeholders?

Appendix 2: Permission for the Tools



William & Mary
School of Education

MEGAN TSCHANNEN-MORAN, PHD

PROFESSOR OF EDUCATIONAL LEADERSHIP

February 26, 2016

Alebachew,

You have my permission to use both the Faculty Trust Omnibus T-Scale, which I developed with Dr. Wayne K. Hoy of the Ohio State University, and my Principal Trust Scale, which I developed with Chris Gareis, in your research. Below are the citations for both.

Hoy, W. K. & Tschannen-Moran, M. (2003). The conceptualization and measurement of faculty trust in schools: The omnibus T-Scale. In W.K. Hoy & C.G. Miskel, *Studies in Leading and Organizing Schools* (pp. 181-208). Information Age Publishing: Greenwich: CT.

Gareis, C. R. & Tschannen-Moran, M. (2004, April). *Principals' Sense of Efficacy and Trust*. Paper presented at the annual meeting of the American Educational Research Association, San Diego.

You can find scoring directions on my web

site at <http://wmpeople.wm.edu/site/page/mxtsch>. I will also attach directions you can follow to access my password protected web site, where you can find the supporting references for these measures as well as other articles I have written on this and related topics.

I would love to receive a brief summary of your results when you finish.

All the best,

Megan Tschannen-Moran

The College of William and Mary School of Education

P.O. Box 8795 · Williamsburg, VA 23187-8795 (757) 221-2187 ·

mxtsch@wm.edu

Appendix 3: Support Letter



DEPARTMENT OF EDUCATION TEZPUR UNIVERSITY

(A Central University established by an Act of Parliament)

Napaam, Tezpur - 784 028

District: Sonitpur, Assam, India

Phone: (03712) 275651

Fax : (03712) 275650

e-mail: hod_edu@tezu.ernet.in

F.No. 7/7-3/2015/GLM/253

Dated: 18/10/2016

TO WHOM IT MAY CONCERN

Mr. Alebachew Alemnew Wobete, Research Scholar from Ethiopia is doing his Ph.D in Education at the Department of Education, Tezpur University, India. As per his Ph.D programme, he is conducting a research on School Climate, Teachers' Trust in the Principals and other Stakeholders and their impact on the academic achievement of Primary school students in Ethiopia.

For this purpose, he has planned to collect data from North Shoa/West Gojjam/South Gonder Zone of the Amhara Regional State and Sidam/Guragie Zone of SNNPR sample primary schools. The data is planned to be used only for academic purpose. Thus, we are kindly requesting your esteemed schools /offices /zones to facilitate him interviews, administration of questionnaires and avail him school records as per the purpose of the research.

With best regards

A handwritten signature in cursive script, appearing to read 'Anjali Sharma'.


Dr. Anjali Sharma
Supervisor
Head

Department of Education
Tezpur University



Appendix 4: Field Confirmation Letters

Appendix 4.1. Abeshege District


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የትምህርት ጽ/ቤት
Education Office


Ref.No 72730/16
Date 02/12/2016

To Whom It May Concern

This is to certify that Mr. Alebachw Alemnew, research scholar of Tezpur University from Ethiopia had visited five full cycle primary schools (3 rural and 2 urban) in Gurage Zone, Abeshege district, namely Lay Fenta , Holle Millennium, Tedle Fitte , Tedle Darge 1, and kultit 2 , primary schools. For this, our district, school principals, cluster supervisors and the respective school communities were cooperative for his fieldwork.

Thus, we are confirming you that Mr.Alebachew Alemnew has visited and collected data from our district office, copied school records, administered questionnaires (for teachers, students, parents and principals) and conducted interview with cluster supervisors of the stated schools.

We wish him best of luck in his Ph.D. program.



Signature-
Name
Responsibility

Appendix 4.2. Fogera District

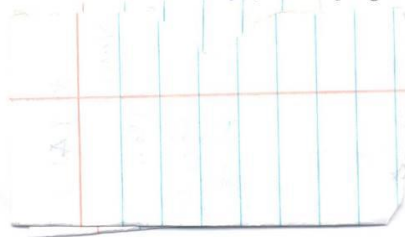
Ref.No የጠ/ሠ/ሠ/ቤ/ግ/ዕ/ግ/35
Date 01/03/2009 E.C.

To Whom It May Concern

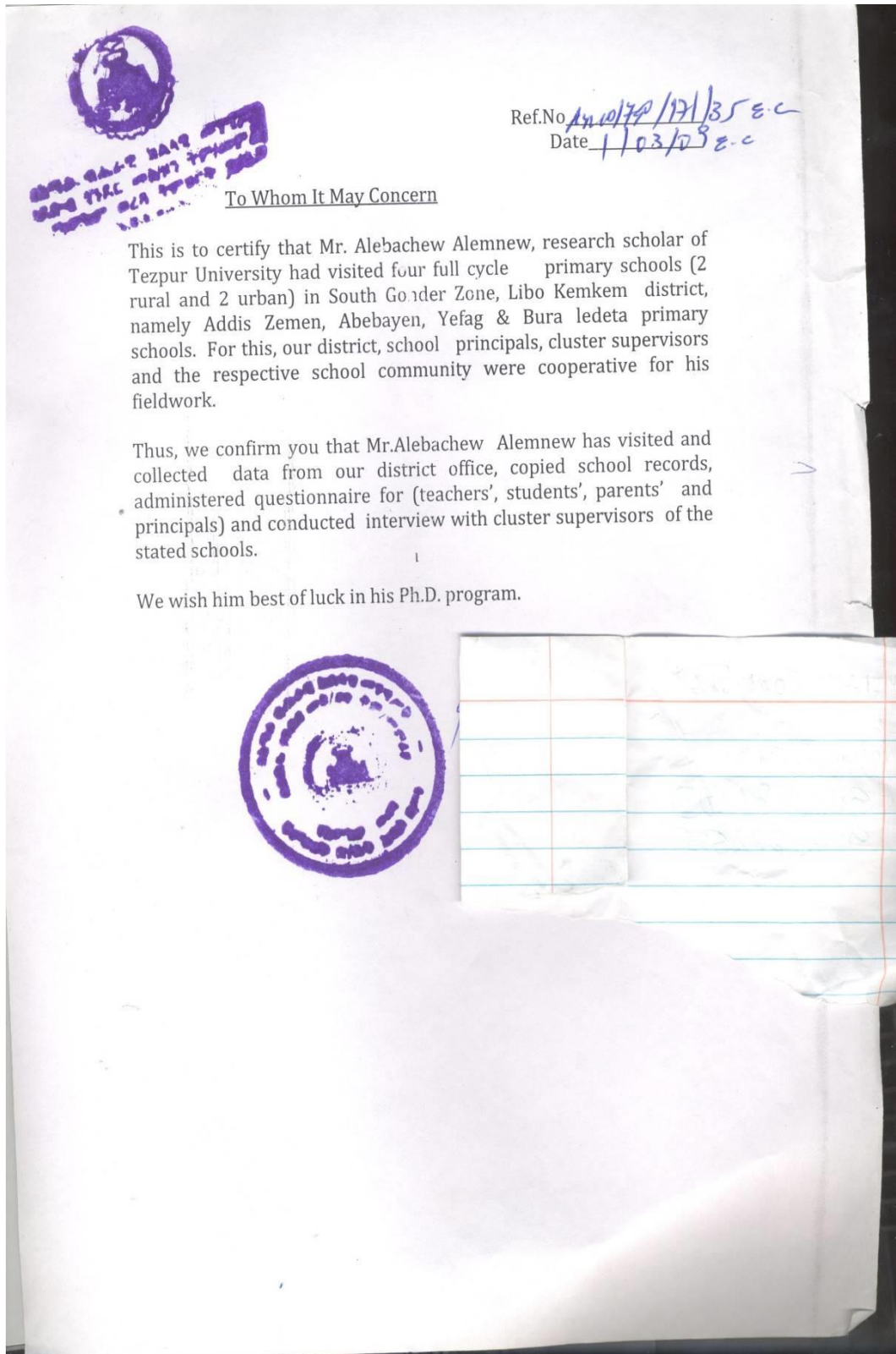
This is to certify that Mr. Alebachew Alemnew, research scholar of Tezpur University had visited four full cycle primary schools (2 rural and 2 urban) in South Gonder Zone, Fogera district, namely Dudemegn, Woreta, Worekemedda and Nora Mender primary schools. For this, our district, school principals, cluster supervisors and the respective school community were cooperative for his fieldwork.

Thus, we confirm you that Mr. Alebachew Alemnew has visited and collected data from our district office, copied school records, administered questionnaire for (teachers, students, parents and principals) and conducted interview with cluster supervisors of the stated schools.

We wish him best of luck in his Ph.D. program.



Appendix 4.3. Libokem Kem District



Ref.No. 14/0170/171/35 E.C
Date 1/03/08 E.C

To Whom It May Concern

This is to certify that Mr. Alebachew Alemnew, research scholar of Tezpur University had visited four full cycle primary schools (2 rural and 2 urban) in South Gondar Zone, Libo Kemkem district, namely Addis Zemen, Ababayen, Yefag & Bura ledeta primary schools. For this, our district, school principals, cluster supervisors and the respective school community were cooperative for his fieldwork.

Thus, we confirm you that Mr. Alebachew Alemnew has visited and collected data from our district office, copied school records, administered questionnaire for (teachers', students', parents' and principals) and conducted interview with cluster supervisors of the stated schools.

We wish him best of luck in his Ph.D. program.



Appendix 4.4. Walkete District /City Adm.



የጉራጌ ክፍለ-መንግሥት አስተዳደር
የትምህርት ኮሚሽን
Gurage Zone Wolkite Town
Administration Education Unit
To Whom It May Concern

Ref.No 2017/718/107583/09
Date 02/12/16

This is to certify that Mr. Alebachew Alemnew, research scholar of Tezpur University from Ethiopia had visited two full cycle primary schools (2 urban) in Gurage Zone , Wolkite City Administration, namely Selamber and Ras Ze Selassie primary schools. For this, our district, school principals, cluster supervisors and the respective school communities were cooperative for his fieldwork.

Thus, we are confirming you that Mr.Alebachew Alemnew has visited and collected data from our district office, copied school records, administered questionnaires (for teachers, students, parents and principals) and conducted interview with cluster supervisors of the stated schools.

We wish him best of luck in his Ph.D. program.

