



**Organisation for Economic Co-operation and Development  
(OECD)**

**Teaching and Learning International Survey (TALIS) 2024**

## **Head of School Questionnaire**

Main Survey Version

International English, UK Spelling

TALIS National Centre  
Educational Assessment Unit  
Department for Curriculum, Lifelong Learning & Employability  
Ministry for Education, Sport, Youth, Research and Innovation

### **International Consortium**

International Association for the Evaluation of Educational Achievement (IEA),  
The Netherlands and Germany

Australian Council for Educational Research (ACER), Australia  
RAND Europe, United Kingdom  
cApStAn Linguistic Quality Control, Belgium

---

# PQ\_Introduction\_en-MT

## About TALIS 2024

The fourth Teaching and Learning International Survey (TALIS 2024) is an international survey that offers the opportunity for teachers and heads of school to provide input into education analysis and policy development. TALIS is being conducted by the Organisation for Economic Co-operation and Development (OECD). Malta, along with more than 50 other countries, is taking part in the survey.

International comparisons from TALIS will allow participants to identify common challenges and to learn from other policy approaches. Heads of school and teachers will provide information about teaching and learning issues such as their education and professional learning, professional and pedagogical practices, occupational perceptions, and institutional environments and management as well as contemporary issues for education systems such as diversity and equity, social and emotional learning of students, educational uses of technology, and environmental and sustainability education.

Being an international survey, it is possible that some questions do not fit very well within your national context. In these cases, please answer as best as you can.

## Confidentiality

All information that is collected in this study will be treated confidentially. While results will be made available by country and, for example, by the type of school within a country, you are guaranteed that neither you, this school, nor any

school personnel will be identified in any report of the results of the study. Participation in this survey is voluntary and any individual may withdraw at any time.

## **About the Questionnaire**

- This questionnaire asks for information about school education and policy matters.
- The person who completes this questionnaire should be the head of this school.
- If you do not have the information to answer particular questions, please consult other persons in this school.
- This questionnaire should take between 45 and 60 minutes on average to complete.
- When questions refer to 'this school' we mean by 'school': A school is one whole unit with a defined number of teaching grades and support personnel, together with a defined student body, which can include different programmes or tracks.
- Guidelines for answering the questions are typed in italics.
- Most questions can be answered by marking the one most appropriate answer.
- When you have completed this questionnaire, please inform your school coordinator.
- When in doubt about any aspect of the questionnaire, or if you would like more information about the questionnaire or the study, you can reach us by using the following contact details:  
TALIS National Centre  
Tel: 2598 2735 - 2598 2186  
email: talis.meyr@gov.mt

**Thank you very much for your  
participation!**

---

## PQ\_Headline\_Personal\_Background\_en-MT

### Personal Background Information

*These questions are about you, your education and your position as head of school. In responding to the questions, please mark the appropriate choice(s) or provide figures where necessary.*

---

## PQ\_01\_en-MT

### What is your gender?

*Please mark one choice.*

☐ Female

☐ Male

☐ Non-binary

---

## PQ\_02\_en-MT

### How old are you?

*Please write a number.*

Years

---

## PQ\_03\_en-MT

### What is the highest level of formal education you have completed?

*Please mark one choice.*

☐

Below MATSEC Certificate / A Level Exams or equivalent

☐

MATSEC Certificate / A Level Exams or equivalent

☐

VET National Diploma or equivalent

☐

Undergraduate Certificate or Diploma / VET Higher Diploma or equivalent

☐

Bachelor's Degree or equivalent

☐

Master's Degree or equivalent

☐ Doctorate / PhD or equivalent

---

## PQ\_04\_en-MT

**How many years of work experience do you have, regardless of whether you worked full-time or part-time?**

*Do not include any extended periods of leave such as parental leave.*

*Work experience may fall into multiple categories.*

*Please write a number in each row. Write 0 (zero) if none.*

*Please round up to whole years.*

a) Year(s) working as a head at this school

b) Year(s) working as a head of school in total

c) Year(s) working in other school management roles (do not include years working as a head of school)

d) Year(s) working as a teacher in total (include any years of teaching)

e) Year(s) working in any other jobs

---

## PQ\_05\_en-MT

**Do you currently have a teaching obligation as part of your work as a head at this school?**

*Please mark one choice.*

☐ Yes, more than 50% of my working hours

☐ Yes, up to 50% of my working hours

☐ No

---

## PQ\_06\_en-MT

**What is your current employment status as a head at this school?**

*Please mark one choice.*

☐ Full-time (more than 90% of full-time hours)

- ☐ Part-time (71-90% of full-time hours)
- ☐ Part-time (50-70% of full-time hours)
- ☐ Part-time (less than 50% of full-time hours)

---

## PQ\_07\_en-MT

**Did the formal education or training you completed include the following and, if yes, was this before or after you took up a position as head of school?**

*Please mark one choice in each row.*

	Before	After	Before and after	Never
a) School administration or head of school training programme or course	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Teacher training/education programme or course	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Instructional leadership training or course	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

---



# PQ\_08\_en-MT

**During the last 12 months, did you participate in any of the following professional learning activities aimed at you as a head of school?**

*Professional learning is defined as activities that aim to develop an individual's professional skills, knowledge and expertise.*

*Please mark one choice in each row.*

Yes, in person

Yes, virtual or  
online

Yes, in person and  
virtual/ online

No

a) Courses/seminars/workshops about subject matter, teaching methods or pedagogical topics

☐☐☐☐

b) Courses/seminars/workshops about leadership

☐☐☐☐

c) Education conferences where teachers, heads of school and/or researchers present their research or discuss educational issues

☐☐☐☐

d) Formal qualification programme (e.g. a degree programme)

☐☐☐☐

e) Peer and/or self-observation and coaching as part of a formal arrangement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Formal or informal head of school networks for the purpose of professional learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Self-initiated learning activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Courses/seminars/workshops on developing a strategy for the use of digital resources and tools for teaching	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i) Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

---

## PQ\_09\_en-MT

**During the last 12 months, did you participate in any of the following professional learning activities aimed at you as a head of school?**

*'Environmental sustainability' means meeting the needs of the present without compromising the ability of future generations to meet their own needs. It involves the conservation of natural resources and the protection of Earth's*

*ecological systems. Climate change is one of the main threats to environmental sustainability.*

*Please mark one choice in each row.*

	Yes	No
a) Knowledge and understanding of environmental sustainability	<input type="checkbox"/>	<input type="checkbox"/>
b) Ways to improve this school's environmental sustainability practices or ecological footprint (e.g. energy and water saving, reducing consumption, recycling)	<input type="checkbox"/>	<input type="checkbox"/>
c) Ways to support teachers to teach about environmental sustainability	<input type="checkbox"/>	<input type="checkbox"/>

---

## PQ\_10\_en-MT

**For each of the areas listed below, please indicate the extent to which you currently need professional learning activities.**

*Please mark one choice in each row.*

No need at present

Low level of need

Moderate level of  
need

High level of need

a) Knowledge and understanding of new developments in leadership research and theory

☐☐☐☐

b) Knowledge and understanding of current national/local policies on education

☐☐☐☐

c) Using data for improving the quality of the school

☐☐☐☐

d) Designing the school curriculum

☐☐☐☐

e) Designing professional learning for/with teachers

☐☐☐☐

f) Observing classroom instruction

☐☐☐☐

g) Providing effective feedback

☐☐☐☐

h) Promoting equity and diversity

☐☐☐☐

i) Developing collaboration among teachers

☐☐☐☐

j) School management (e.g. human resources management, financial management)

☐☐☐☐

k) Developing a strategy for the use of digital resources and tools for teaching

☐☐☐☐

l) Knowledge and understanding of environmental sustainability

☐☐☐☐

m) Promoting staff well-being

☐☐☐☐

---

**PQ\_Hheadline\_School\_Background\_en-MT**

## **School Background Information**

---

**PQ\_13\_en-MT**

**About what percentage of this school's total funding for a typical school year comes from the following sources?**

*Please enter a number in each row.*

*Write 0 (zero) if none.*

a) Government (including departments, local, national and supranational levels)

 %

b) Student fees or school charges paid by parents or guardians

 %

c) Other (e.g. donations, grants, fundraising)

 %

---

**PQ\_14\_en-MT**

**Is this school publicly- or privately-managed?**

*Please mark one choice.*

A state school

☐

*This is a school managed by a public education authority, government*

*agency, or governing board appointed by government or elected by public franchise.*

- ☐ A non-state school  
*This is a school managed by a non-government organisation; e.g. a church, trade union, business or other private institution.*
- 

## PQ\_15\_en-MT

**For each type of position listed below, please indicate the number of staff (head count) currently working in this school.**

*Staff may fall into multiple categories. Include temporary staff and staff employed through a contractor.*

*Please write a number in each row. Write 0 (zero) if none.*

- a) Teachers, irrespective of the grades/ages they teach  
*Those whose main professional activity at this school is the provision of instruction to students*

- b) Personnel for pedagogical support, irrespective of the grades/ages they support  
*Including all teacher aides or other non-teaching professionals who provide instruction or support teachers in providing instruction, professional curriculum/instructional specialists, educational media specialists, psychologists, and therapists*

c) School administrative personnel

*Including receptionists, secretaries, accountants and administration assistants*

d) School management personnel

*Including heads of school, assistant heads of school, and other management staff whose main activity is management*

e) Other staff (e.g. cafeteria, cleaning, technicians or security)

---

## PQ\_16\_en-MT

**Please indicate the number of staff (head count) in this school for each of the categories below.**

*Include part-time staff and staff that began work during the year.*

*Count any staff member for any reason, including retirement, parental leave, and temporary teaching.*

*Please write a number in each row. Write 0 (zero) if none.*

a) Teachers who began work at this school during the last 12 months



☐

b) Teachers who permanently left this school during the last 12 months

☐

c) Teachers absent or unavailable for teaching for the most recent Tuesday that school was in session

☐

---

## PQ\_17\_en-MT

**Are the following levels and/or programmes taught in this school?**

*Please mark one choice in each row.*

Yes

No

a) Pre-primary education

☐☐

b) Primary education

☐☐

c) Lower secondary general education programmes (Years 7, 8 and/or 9)

☐☐

d) Lower secondary vocational or technical education programmes (Years 7, 8 or 9)

☐☐

e) Upper secondary general education programmes (Years 10, 11 and/or post-secondary)

☐☐

f) Upper secondary vocational or technical education programmes (Years 10,11 and/or post-secondary)

☐☐

---

## PQ\_18\_en-MT

**What is the current school enrolment, i.e. the number of students of all grades/ages in this school?**

*Please write a number.*

Students

---

# PQ\_19\_en-MT

## How often are the following factors considered when students are admitted to this school?

*Please mark one choice in each row.*

	Never	Sometimes	Most of the time	Always
a) Residence in a particular area	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Students' record of academic performance (including placement tests)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Recommendation of feeder schools	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Parents' endorsement of the instructional or religious philosophy of the school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Whether the student requires or is interested in a special programme	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Preference given to family members of current or former students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

☐☐☐☐

g) Emergency situations (e.g. conflicts, natural disasters, health-related crises)

☐☐☐☐

---

## PQ\_20\_en-MT

**What is this school's policy for organising instruction for students with different abilities?**

*Please mark one choice in each row.*

Not for any subjects

For some subjects

For all subjects

a) Students are grouped by ability into different classrooms.

☐☐☐

b) Students are grouped by ability within their classrooms.

☐☐☐

---

## PQ\_21\_en-MT

*Students may fall into multiple categories.*

*'Students with special education needs' are those for whom a special education need has been formally identified because they are mentally, physically, or emotionally disadvantaged. Often they will be those for whom additional public or private resources (personnel, material or financial) have been provided to support their education.*

*'Socio-economically disadvantaged homes' refers to homes lacking the basic necessities of life, such as adequate housing, nutrition or medical care.*

*'Ethnic/national minorities' refer to groups that are a result of historical dynamics and/or shared characteristics that correspond to geographical location and ancestral origins, cultural traditions, religious beliefs, social norms, shared heritage and language, and/or immigrant status and nationality of origin.*

*An 'immigrant student' is one who was born outside the country. A 'student with migrant background' has parents who were both born outside the country.*

*'Refugees' are those who, regardless of legal status, fled to another country seeking refuge from war, political oppression, religious persecution, or a natural disaster.*

*Please mark one choice in each row.*

[illegible]

b) Students whose first language is different from the language(s) of instruction or from a dialect of this/these languages(s)

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

c) Students with special education needs

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

d) Students from socio-economically disadvantaged homes

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

e) Students belonging to ethnic/national minorities

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

f) Male students

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

g) Students who are immigrants or with migrant background (not including refugees)

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

h) Students who are refugees

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

---

**PQ\_Headline\_School\_Leadership\_en-MT**

# School Leadership

---

## PQ\_22\_en-MT

### **Does this school have a school management team?**

*'School management team' refers to a group within the school that has responsibilities for leading and managing the school in decisions such as those involving instruction, use of resources, curriculum, assessment and evaluation, and other strategic decisions related to the appropriate functioning of the school.*

*Please mark one choice.*

☐ Yes

☐ No

---

## PQ\_23\_en-MT

### **Are the following currently represented on the school management team?**

*Please mark one choice in each row.*

Yes	No	Not applicable
a) Head of School		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Assistant head of school		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Financial manager (e.g. accountant, treasurer)		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Heads of department		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Teachers		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) School governing board / School Council		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Parents or guardians		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Students		



<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i) Other		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

# PQ\_24\_en-MT

**Regarding this school, who has a significant responsibility for the following tasks?**

*A 'significant responsibility' is one where an active role is played in decision making.*

*Please mark as many choices as appropriate in each row.*

Head of School	Other members of the school management team	Teachers (not as a part of the school management team)	School governing board / School Council	Local or national authority
a) Appointing or hiring teachers				
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Dismissing or suspending teachers from employment				
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Establishing teachers' starting salaries, including setting pay scales				

☐☐☐☐☐

d) Determining teachers' salary increases

☐☐☐☐☐

e) Deciding on budget allocations within the school

☐☐☐☐☐

f) Establishing student disciplinary policies and procedures

☐☐☐☐☐

g) Establishing student assessment policies, including national assessments

☐☐☐☐☐

h) Approving students for admission to the school

☐☐☐☐☐

i) Choosing which learning materials are used

☐☐☐☐☐

j) Determining course content, including national curricula

☐☐☐☐☐

k) Deciding which courses are offered

☐☐☐☐☐

# PQ\_25\_en-MT

## Regarding this school, who has a significant responsibility for the following areas?

A 'significant responsibility' is one where an active role is played in decision making.

Please mark as many choices as appropriate in each row.

Head of School	Other members of the school management team	Teachers (not as a part of the school management team)	School governing board / School Council	Local or national authority
a) Deciding on the use of digital resources and tools for teaching				
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Improving this school's environmental sustainability practices or ecological footprint (e.g. energy and water saving, reducing consumption, recycling)				
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Determining policies on student diversity				
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Determining policies on teacher diversity				
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

e) Facilitating teachers' professional learning activities to support students' social and emotional development

☐☐☐☐☐

f) Defining school improvement priorities

☐☐☐☐☐

---

## PQ\_26\_en-MT

**On average throughout the school year, how often do you spend your time as a head of school on the following tasks in this school?**

*Please mark one choice in each row.*

Never or  
almost  
never

A few  
times a  
year

Less  
than  
monthly

Monthly

Weekly

Daily

Multiple  
times a  
day

a) Leadership tasks and meetings

*Including strategic planning, leadership and management activities such as developing school improvement plans, and human resource and personnel issues such as hiring staff*

☐☐☐☐☐☐☐

- b) Curriculum and teaching-related tasks and meetings  
*Including developing curriculum, teaching, classroom observations, student evaluation, mentoring teachers, teacher professional learning*

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

- c) Teacher and staff interactions  
*Including advice-giving, feedback and evaluation, non-teaching school activities*

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

- d) Student interactions  
*Including counselling and conversations outside structured learning activities, discipline*

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

- e) Parent or guardian interactions  
*Including formal and informal interactions*

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

- f) Interactions with local community, business and industry

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

- g) Emergency tasks  
*Including attending to school infrastructure damage, community or national crisis*

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

- h) Administrative tasks and meetings  
*Including regulations, reports, school budget, preparing timetables and class composition, responding to requests from state or national education officials*

☐☐☐☐☐☐☐

i) Other

☐☐☐☐☐☐☐

---

## PQ\_27\_en-MT

**Please indicate how frequently you engaged in the following activities in this school during the last 12 months.**

*Please mark one choice in each row.*

Never or rarely

Sometimes

Often

Very often

a) I collaborated with teachers to solve classroom discipline problems.

☐☐☐☐

b) I observed instruction in the classroom.

☐☐☐☐

c) I provided feedback to teachers based on my observations.

☐☐☐☐

d) I took actions to support co-operation among teachers to develop new teaching practices.

☐☐☐☐

e) I took actions to ensure that teachers take responsibility for improving their teaching skills.

☐☐☐☐

f) I took actions to ensure that teachers feel responsible for their students' learning outcomes.

☐☐☐☐

g) I provided parents or guardians with information on the school and student performance.

☐☐☐☐

h) I reviewed school administrative procedures and reports.

☐☐☐☐

i) I resolved problems with the lesson timetable in this school.

☐☐☐☐

j) I collaborated with heads from other schools on challenging work tasks.

☐☐☐☐

k) I worked on a professional learning plan for this school.

☐☐☐☐

**Please indicate how frequently you took actions related to the following areas in this school during the last 12 months.**

*Please mark one choice in each row.*

Never or rarely

Sometimes

Often

Very often

a) Supporting the integration of digital resources and tools for teaching

☐☐☐☐

b) Supporting student diversity

☐☐☐☐

c) Supporting teacher diversity

☐☐☐☐

d) Improving students' social emotional development in this school

☐☐☐☐

e) Improving this school's environmental sustainability practices or ecological footprint (e.g. energy and water saving, reducing consumption, recycling)

☐☐☐☐

f) Supporting teachers interested in teaching about climate change

☐☐☐☐



---

## PQ\_30\_en-MT

**How strongly do you agree or disagree with these statements about teachers at this school?**

*Please mark one choice in each row.*

Strongly disagree

Disagree

Agree

Strongly agree

a) Teachers take leadership roles in promoting a professional learning community.

☐☐☐☐

b) Teachers initiate and lead collaborative activities.

☐☐☐☐

c) Teachers lead their professional growth and development activities whenever possible.

☐☐☐☐

d) Teachers participate in non-teaching school events and projects.

☐☐☐☐

---

## PQ\_Headline\_Induction\_en-MT

# Induction, Mentoring and Formal Appraisal

---

## PQ\_32\_en-MT

### Which teachers have access to the following induction activities at this school?

*'Induction activities' are designed to support new teachers' introduction into the teaching profession and to support experienced teachers who are new to a school.*

*They are either organised as 'formal induction programmes' such as regular supervision by the head of school, reduced teaching load, formal mentoring arrangements with experienced teachers, etc. or as 'informal induction activities', that are unstructured or unplanned activities comprising general introductions to the school and the work, informal peer work with other new teachers, a welcome handbook etc.*

*'Teachers new to teaching' refers to those who have less than one year paid employment as teachers.*

*Please mark one choice in each row.*

All teachers new to this school

Only teachers new to teaching

None

a) Formal induction programme

☐☐☐

b) Informal induction activities

☐☐☐

---

## PQ\_33\_en-MT

**Which of the following provisions are included in teacher induction at this school?**

*Please mark one choice in each row.*

Yes

No

a) Courses/seminars/workshops attended in person

☐☐

b) Online courses/seminars/workshops

☐☐

c) Online activities (e.g. virtual communities)

☐☐

d) Planned meetings with head of school and/or experienced teachers

	<input type="checkbox"/>	<input type="checkbox"/>
e) Supervision by head of school and/or experienced teachers	<input type="checkbox"/>	<input type="checkbox"/>
f) Networking/collaboration with other teachers	<input type="checkbox"/>	<input type="checkbox"/>
g) Team teaching with experienced teachers	<input type="checkbox"/>	<input type="checkbox"/>
h) Portfolios/diaries/journals	<input type="checkbox"/>	<input type="checkbox"/>
i) Reduced teaching load	<input type="checkbox"/>	<input type="checkbox"/>
j) General/administrative introduction	<input type="checkbox"/>	<input type="checkbox"/>

---

## PQ\_34\_en-MT

**Do teachers at this school have access to a mentoring programme?**

*'Mentoring' is defined as a support structure in schools where more experienced teachers support less experienced teachers. This structure might involve all teachers in the school or only new teachers.*

*Please mark one choice.*

- ☐ Yes, but only teachers who are new to teaching, i.e. have less than one year paid employment as a teacher, have access.
- ☐ Yes, all teachers who are new to this school have access.
- ☐ Yes, all teachers at this school have access.
- ☐ No, at present there is no access to a mentoring programme for teachers in this school.

---

## PQ\_35\_en-MT

**Is the mentor's main subject field(s) the same as that of the teacher being mentored?**

*Please mark one choice.*

- ☐ Yes, most of the time
  - ☐ Yes, sometimes
  - ☐ No, rarely or never
-

# PQ\_37\_en-MT

## On average, how often is each individual teacher formally appraised in this school by the following people?

*'Formal appraisal' is defined as when a teacher's work is formally reviewed by the head of school, an external individual or by his or her colleagues (e.g. as part of a formal performance management system, involving set procedures and criteria), in contrast to a more informal approach (e.g. through informal discussions).*

*If none of the response choices reflect this school's situation, please choose the one that is closest to it.*

*Please mark one choice in each row.*

Never

Less than once per  
year

Once per year

Twice or more per  
year

a) Head of School

☐☐☐☐

b) Other members of the school management team

☐☐☐☐

c) Assigned mentors

☐☐☐☐

d) Teachers (who are not part of the school management team)

☐☐☐☐

e) External individuals or bodies (e.g. education officers or other persons from outside the school)

☐☐☐☐

---

## PQ\_38\_en-MT

**Who uses the following types of information as part of the formal appraisal of teachers' work in this school?**

*Please mark as many choices as appropriate in each row.*

External  
individuals  
or bodies

Head of  
School

Member(s)  
of the  
school  
manage-  
ment team

Assigned  
mentors

Other  
teachers  
(not a part  
of the  
school  
manage-  
ment  
team)

Not used in  
this school

a) Observations of classroom teaching

☐☐☐☐☐☐

b) Student survey responses related to teaching

☐☐☐☐☐☐

c) Assessments of teachers' content knowledge

☐☐☐☐☐☐

d) Students' external results (e.g. national test scores)

☐☐☐☐☐☐

e) School-based and classroom-based results (e.g. performance results, project results, test scores)

☐☐☐☐☐☐

f) Self-assessments of teachers' work (e.g. presentation of a portfolio assessment, analysis of teaching using video)

☐☐☐☐☐☐

---

## PQ\_39\_en-MT

**Please indicate the frequency that each of the following occurs in this school following a formal teacher appraisal.**

*Please mark one choice in each row.*

Never

Sometimes

Most of the time

Always

a) Measures to remedy any weaknesses in teaching are discussed with the teacher.

☐☐☐☐



b) A development/training plan is developed.

☐☐☐☐

c) Material sanctions such as reduced annual increases in pay are imposed.

☐☐☐☐

d) A mentor is appointed to help the teacher improve his/her teaching.

☐☐☐☐

e) A change in a teacher's work responsibilities (e.g. increase or decrease in his/her teaching load, administrative/managerial responsibilities or mentor responsibilities)

☐☐☐☐

f) An increase in a teacher's salary or a payment of a financial bonus

☐☐☐☐

g) A change in the likelihood of a teacher's career advancement

☐☐☐☐

h) Dismissal or non-renewal of contract

☐☐☐☐

---

**PQ\_Headline\_School\_Climate\_en-MT**

# School Climate

## PQ\_40\_en-MT

**How strongly do you agree or disagree with these statements as applied to this school?**

*Please mark one choice in each row.*

	Strongly disagree	Disagree	Agree	Strongly agree
a) This school provides staff with opportunities to actively participate in school decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) This school provides parents or guardians with opportunities to actively participate in school decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) This school provides students with opportunities to actively participate in school decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

d) I make the important decisions on my own.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) There is a collaborative school culture which is characterised by mutual support.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) The school staff share a common set of beliefs about teaching and learning.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) This school encourages staff to lead new initiatives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Teachers can rely on each other.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

---

# PQ\_41\_en-MT

**To what extent do the following statements apply to this school?**

*Please mark one choice in each row.*

Not at all	To some extent	Quite a bit	A lot
------------	----------------	-------------	-------

a) Teachers understand the curricular goals.

☐☐☐☐

b) Teachers succeed in implementing the curriculum.

☐☐☐☐

c) Teachers hold high expectations for student achievement.

☐☐☐☐

d) Parents or guardians support student achievement.

☐☐☐☐

e) Parents or guardians are involved in school activities.

☐☐☐☐

f) Students have a desire to do well in school.

☐☐☐☐

g) Students harass their peers who excel in school.

☐☐☐☐

h) The school co-operates with the local community.

☐☐☐☐

## To what extent is this school's capacity to provide quality instruction currently hindered by any of the following issues?

*Please mark one choice in each row.*

Not at all

To some extent

Quite a bit

A lot

a) Shortage of qualified teachers

☐☐☐☐

b) Shortage of teachers with competence in teaching students with special education needs

☐☐☐☐

c) Shortage of vocational teachers

☐☐☐☐

d) Shortage or inadequacy of instructional materials (e.g. textbooks)

☐☐☐☐

e) Shortage or inadequacy of digital resources and tools for instruction

☐☐☐☐

f) Insufficient Internet access

☐☐☐☐

g) Shortage or inadequacy of library materials

☐☐☐☐

h) Shortage of support personnel

☐☐☐☐

i) Shortage or inadequacy of instructional space (e.g. classrooms)

☐☐☐☐

j) Shortage or inadequacy of physical infrastructure (e.g. classroom furniture, school buildings, heating/cooling, and lighting)

☐☐☐☐

k) Shortage of teachers with competence in teaching students in a multicultural or multilingual setting

☐☐☐☐

l) Shortage of teachers with competence in teaching students from socio-economically disadvantaged homes

☐☐☐☐

m) Shortage or inadequacy of necessary materials to train vocational skills

☐☐☐☐

n) Shortage or inadequacy of time for instructional leadership

☐☐☐☐

o) Insufficient utilities (e.g. drinking water, electricity, and sewage/sanitation)

☐☐☐☐

---

## PQ\_43 (Version A)\_en-MT

**In this school, how often do the following occur amongst students?**

*Please mark one choice in each row.*

Never

Less than  
monthly

Monthly

Weekly

Daily

a) Vandalism and theft

☐☐☐☐☐

b) Intimidation or bullying among students (or other forms of verbal abuse) on school grounds

☐☐☐☐☐

c) Online intimidation or bullying among students (or other forms of verbal abuse)

☐☐☐☐☐

d) Physical injury caused by violence among students

☐☐☐☐☐

e) Intimidation or verbal abuse of teachers or staff on school grounds

☐☐☐☐☐

f) Online intimidation or verbal abuse of teachers or staff

☐☐☐☐☐

g) Use/possession of drugs and/or alcohol

☐☐☐☐☐

---

## PQ\_Headline\_Schooling\_Environments\_en-MT

### Schooling in Diverse Environments

*The following section includes questions about school policies and practices concerned with diversity. 'Diversity' refers to the recognition of and appreciation for differences in the ethnic, cultural or socio-economic backgrounds, gender identities and learning needs of students and staff.*

---

## PQ\_45\_en-MT



## Does this school include students from different cultural or ethnic backgrounds?

*Please mark one choice.*

☐ Yes

☐ No

---

## PQ\_46\_en-MT

### In this school, are the following policies and practices in relation to diversity implemented?

*Please mark one choice in each row.*

Yes

No

a) Supporting activities or organisations that encourage students' expression of diverse ethnic and cultural identities (e.g. artistic groups)

☐☐

b) Organising multicultural events (e.g. cultural diversity day)

☐☐

c) Teaching students how to deal with ethnic and cultural discrimination

☐☐

d) Adopting teaching and learning practices that integrate global issues throughout the curriculum

☐☐

e) Including books and pictures featuring people from a variety of ethnic and cultural groups

☐☐

f) Employing teachers that are representative of the diverse backgrounds of students and/or their families

☐☐

g) Providing additional support for students with special education needs

☐☐

h) Teaching students to be inclusive of different socio-economic backgrounds

☐☐

i) Explicit policies against gender discrimination

☐☐

j) Explicit policies against socio-economic discrimination

☐☐

k) Providing additional support for students from disadvantaged backgrounds

☐☐

l) Promoting a safe school climate for students of diverse sexual orientation and gender identity

☐☐

---

## PQ\_47\_en-MT

**In your view, approximately how many teachers in this school would agree with the following statements?**

*Please mark one choice in each row.*

None or almost  
none

Some

Many

All or almost all

a) It is important to be responsive to differences in students' cultural backgrounds.

☐☐☐☐

b) It is important for students to learn that people from other cultures can have different values.

☐☐☐☐

c) Respecting other cultures is something that children and young people should learn as early as possible.

☐☐☐☐

d) Children and young people should learn that people of different cultures have a lot in common.

☐☐☐☐

e) Schools should encourage students from different socio-economic backgrounds to work together.

☐☐☐☐

f) Students should learn to oppose gender discrimination.

☐☐☐☐

g) It is important to treat all students equally regardless of their gender.

☐☐☐☐

h) It is important to treat students from all socio-economic backgrounds in the same manner.

☐☐☐☐

i) A classroom with a high proportion of students with special education needs enriches learning experiences.

☐☐☐☐

j) Students should feel comfortable to express their diverse sexual orientations and gender identities at school.

☐☐☐☐

## Education and Environmental Sustainability

*The following section includes questions about school policies and practices concerned with environmental sustainability, with an emphasis on climate change.*

*'Environmental Sustainability' means meeting the needs of the present without compromising the ability of future generations to meet their own needs. It involves the conservation of natural resources and the protection of Earth's ecological systems. Climate change is one of the main threats to environmental sustainability.*

*'Climate change' encompasses global warming but also refers to a broader range of changes, including rising sea levels, shrinking glaciers, accelerated melting of polar ice, and shifts in flower/plant blooming times as well as its impacts on environment, economy, and society.*

---

## PQ\_48\_en-MT

**Thinking about your role as a head of school in supporting education about environmental sustainability, how strongly do you agree or disagree with the following statements?**

*Please mark one choice in each row.*

Strongly disagree

Disagree

Agree

Strongly agree

- a) It is important for me as a head of school to address environmental sustainability with the curriculum.

☐☐☐☐

- b) I have the resources I need to develop a school strategy on including environmental sustainability in the curriculum.

☐☐☐☐

- c) I am confident supporting teachers so that they can teach about environmental sustainability.

☐☐☐☐

- d) It is just too difficult for someone like me to do much about environmental sustainability.

☐☐☐☐

- e) I worry about parent or guardian complaints with respect to teaching about climate change.

☐☐☐☐

- f) I attend to students' concern about the future of our environment.

☐☐☐☐

- g) I encourage teachers to empower students to take action on climate change.

☐☐☐☐

h) I encourage teachers to teach about climate change across different subjects.

☐☐☐☐

---

## PQ\_51\_en-MT

**In your view, to what extent are the following barriers for teaching about climate change in this school?**

*Please mark one choice in each row.*

Not at all

To some extent

Quite a bit

A lot

a) Teachers think it is not related to the subject(s) they teach.

☐☐☐☐

b) Teachers think students are too young.

☐☐☐☐

c) Teachers don't know enough about it.

☐☐☐☐

d) Teachers don't have the materials needed to teach the subject.

☐☐☐☐

e) Teachers don't believe in it.

☐☐☐☐

f) Our school governing board/school council and/or local or national authority does not allow it.

☐☐☐☐

g) Teachers think students have already learned about it in school.

☐☐☐☐

h) The curriculum is not flexible enough.

☐☐☐☐

i) The curriculum does not mandate it be taught.

☐☐☐☐

j) Assessments do not include it.

☐☐☐☐

---

**PQ\_52\_en-MT**

**How concerned are you personally about climate change?**

*Please mark one choice.*



- ☐ Not at all
  - ☐ To some extent
  - ☐ Quite a bit
  - ☐ A lot
- 

## PQ\_53\_en-MT

**There has been a lot of discussion about the world's climate and the idea that it has been changing in recent decades. Which of the following statements comes closest to your opinion?**

*Please mark one choice.*

- ☐ The world's climate has not been changing.
  - ☐ The world's climate has been changing mostly due to natural processes.
  - ☐ The world's climate has been changing about equally due to natural processes and human activity.
  - ☐ The world's climate has been changing mostly due to human activity.
  - ☐ I don't know.
-

## Occupational Perceptions

---

PQ\_54\_en-MT

**For how many more years do you want to continue to work as a head of school?**

*Please write a number.*

Years

---

PQ\_55\_en-MT

**Thinking about your job at this school, to what extent are the following sources of stress in your work?**

*Please mark one choice in each row.*

Not at all

To some extent

Quite a bit

A lot

a) Having too much teacher appraisal and feedback work to do

☐☐☐☐

b) Having too much administrative work to do (e.g. filling out forms)

☐☐☐☐

c) Having extra duties due to absent school staff

☐☐☐☐

d) Being held responsible for students' achievement

☐☐☐☐

e) Maintaining school discipline

☐☐☐☐

f) Being intimidated or verbally abused by students

☐☐☐☐

g) Keeping up with changing requirements from local or national authorities

☐☐☐☐

h) Addressing parent or guardian concerns

☐☐☐☐

i) Accommodating students with special education needs

☐☐☐☐

j) Being held responsible for students' social and emotional well-being

☐☐☐☐

k) Having to adapt this school's practices due to unexpected disruptions (e.g. natural disasters, public health emergencies/pandemics, humanitarian crises)

☐☐☐☐

---

## PQ\_56\_en-MT

**We would like to know how you generally feel about your job. How strongly do you agree or disagree with the following statements?**

*Please mark one choice in each row.*

Strongly disagree

Disagree

Agree

Strongly agree

a) The advantages of this profession clearly outweigh the disadvantages.

☐☐☐☐

b) If I could decide again, I would still choose this job/position.

☐☐☐☐

c) I would like to change to another school if that were possible.

☐☐☐☐

d) I regret that I decided to become a head of school.

☐☐☐☐

e) I enjoy working at this school.

☐☐☐☐

f) I wonder whether it would have been better to choose another profession.

☐☐☐☐

g) I would recommend this school as a good place to work.

☐☐☐☐

h) I think that the teaching profession is valued in society.

☐☐☐☐

i) I am satisfied with my performance in this school.

☐☐☐☐

j) All in all, I am satisfied with my job.

☐☐☐☐

## How strongly do you agree or disagree with the following statements?

*Please mark one choice in each row.*

Strongly disagree

Disagree

Agree

Strongly agree

a) I am satisfied with the salary I receive from my work.

☐☐☐☐

b) Apart from my salary, I am satisfied with the terms of my head of school contract/employment (e.g. benefits, work schedule).

☐☐☐☐

c) I am satisfied with the support that I receive from the staff in this school.

☐☐☐☐

d) I need more support from local or national authorities.

☐☐☐☐

e) I cannot influence decisions that are important for my work.

☐☐☐☐

This is the end of the questionnaire.

**Thank you very much for your participation!**

Please inform your school coordinator that this questionnaire has been submitted.

---

**PQ\_12\_ADL\_en-MT**

**Which best describes this school's location?**

*Please mark one choice.*

- ☐ A village, hamlet or rural area (up to 3,000 people)
- ☐ Small town (3,001 to 15,000 people)
- ☐ Town (15,001 to 100,000 people)

---

**PQ\_21\_a\_en-MT**

**During the past month, how did students participate in lessons at this school?**

*Please mark one choice in each row.*

	In no lessons	In some lessons	In all lessons
a) All students participated in person.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) All students participated online.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Some students participated in person while others participated online.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

---

**PQ\_Start\_en-MT**





**Organisation for Economic Co-operation and Development  
(OECD)**

**Teaching and Learning International Survey (TALIS) 2024**

---

**PQ\_53\_a\_en-MT**

**In your experience as a head of this school, to what extent  
do the following occur?**

*Please mark one choice in each row.*

Not at all

To some extent

Quite a bit

A lot

a) I experience stress in my work.

☐☐☐☐

b) My job leaves me time for my personal life.

☐☐☐☐

c) My job negatively impacts my mental health.

☐☐☐☐

d) My job negatively impacts my physical health.

☐☐☐☐