

Different Questionnaire and Their Reliability Statistics Analysis using SPSS for Teacher Performance

Paresh R Rathod¹, Prof. (Dr.) P. M Dolia²

¹Research Scholar, Department of Computer Science, Maharaja Krishnakumarsinhji Bhavnagar University, Bhavnagar, Gujarat, India

²PhD Supervisor, Head, Department of Computer Science, Maharaja Krishnakumarsinhji Bhavnagar University, Bhavnagar, Gujarat, India

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ABSTRACT

It is clear that the success of the education institution depends on the performance of the teachers as this can demonstrate to what extent the institution has reached its goals. The purpose of the evaluation system should be to help teacher by showing their weakness and/or strengths and providing them with professional development.

Teacher evaluation is an organizational function designed to make comprehensive judgments concerning teacher performance and competence for personnel decisions such as tenure and continuing employment. So different questionnaire are used for taking multiple feedback, according to the questionnaire teacher performance will be identify so it is necessary to check the question in a questionnaire are reliable or not. And the entire question in questionnaire is necessary or not.

The purpose of this study will be to focuses on different questionnaire and their reliability statistic analysis.

Keywords : Statistic, Analysis Teacher, Self, Peer, Principal, Documents, Students, Parents

I. INTRODUCTION

A school's management is responsible for the all-round growth of their teachers and thus, the main purpose of conducting teacher evaluation is to empower all the teachers who contribute towards

imparting education to their students in the best possible manner.

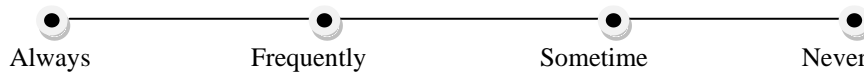
Evaluation provides a systematic method to study a program, practice, intervention, or initiative to understand how well it achieves its goals. Evaluations help determine what works well and what could be improved in a program or initiative.

Different questionnaire and their reliability statistic analysis define that the entire question in questionnaire are very much important. Here there are 7 different questionnaires to indentify teacher performance.

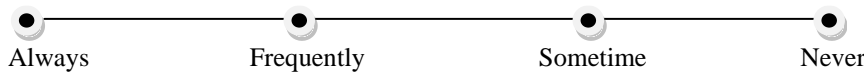
1. Students Evaluation by Teacher.

- **Students Evaluation by Teacher:** Teacher evaluates multiple students from their class with the following different questionnaire.

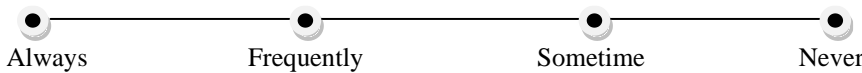
1. Do students successfully complete their exam?



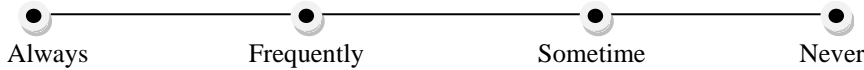
2. Are students at liberty to ask question to their teacher during class?



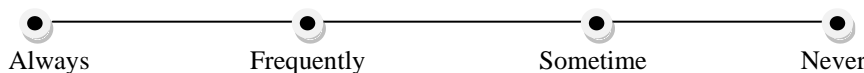
3. Have Students satisfied with teachers teaching methodology?



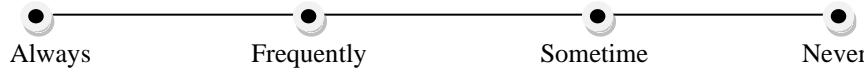
4. Are students attending their class regularly?



5. Are students working in a group/Team?



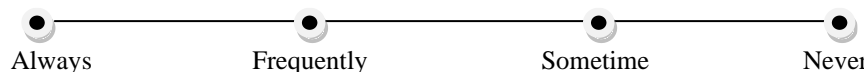
6. Students are completing their lessons regularly?



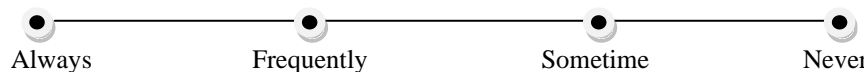
7. Are students taking part in question /answer session?



8. Are students regularly visiting institution's library?



9. Are students improving regularly in their teaching?



2. Self Evaluation by Teacher.

3. Teacher Peer Evaluation by Colleague.

4. Third Party Evaluation of Teacher by Higher Position.

5. Teacher Evaluation by Students

6. Teacher Evaluation by Parent.

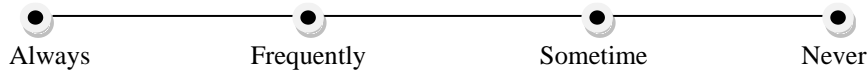
7. Teacher Evaluation by Dossier.

10. Are Students taking a part in co curriculum activity?

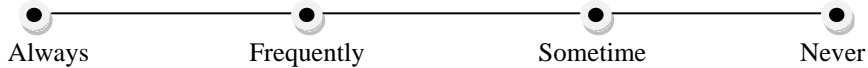


- **Self Evaluation by Teacher:** Teacher evaluate by self with the following different questionnaire.

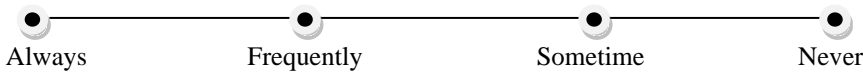
1. Am i following institute rules?



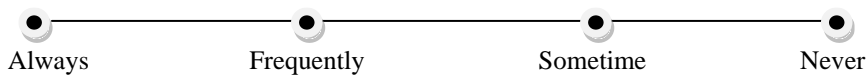
2. Am i support to students / colleague/institute?



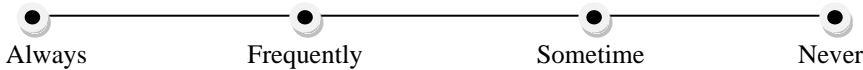
3. Am i preparing well before going to taking class?



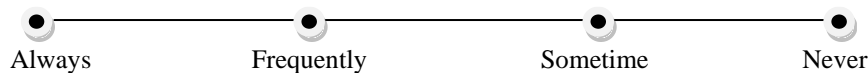
4. Am i using different technique and methodology for teaching?



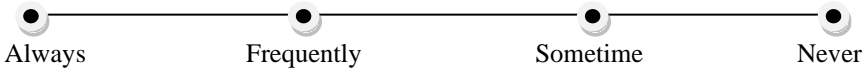
5. Am i developing a good rapport with students / colleague/institute?



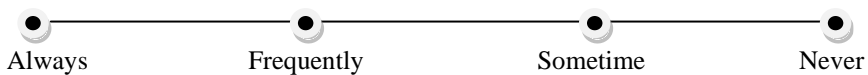
6. Am i patience while dealing with troublesome?



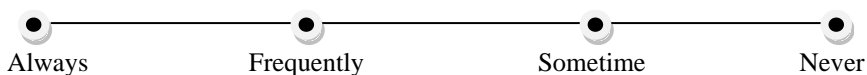
7. Am i encouraging students to participate in co curriculum activities?



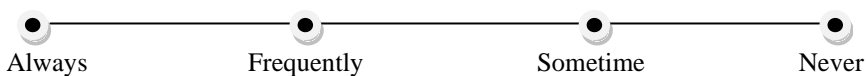
8. Am i thinking for my personal development?



9. Am i thinking for development of institute?

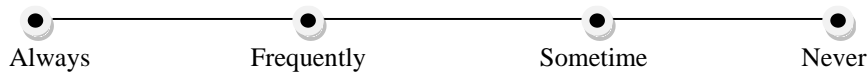


10. Am i paying proper attention on weak students?

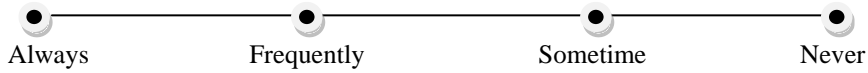


- **Teacher Peer Evaluation by Colleague:** Teacher peer evaluation by his/her colleague with the following different questionnaire.

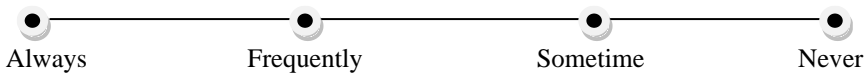
1. Does teacher have good knowledge over the subject?



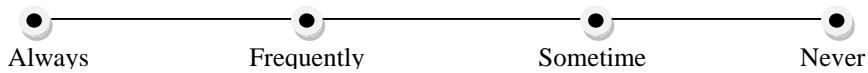
2. Does teacher using different teaching methodology in class?



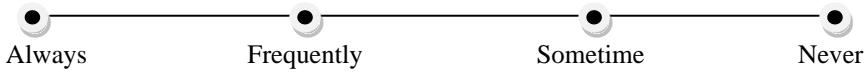
3. Does teacher have good rapport with students / colleague/institute?



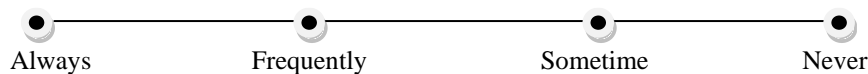
4. Does teacher have patience in class while dealing with troublesome?



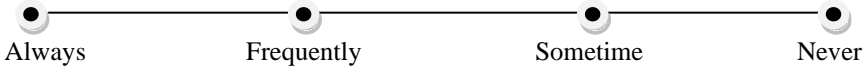
5. Does teacher help student as well as colleague?



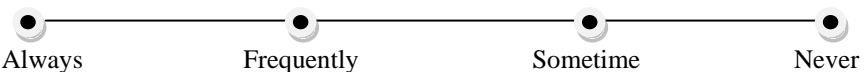
6. Does teacher very clear about their goal?



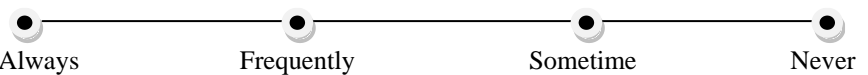
7. Does teacher accept responsibility for student's outcomes?



8. Does teacher reliable for confidential matter of students / colleagues/institute?



9. Does teacher give assignment / lesson / material in time to time?

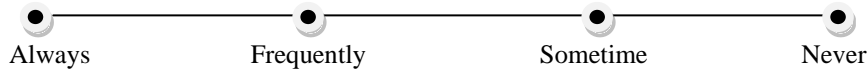


10. Does teacher Interested for developing of the institute?

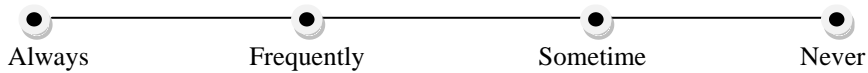


Third Party Evaluation of Teacher by Higher Position: Teacher evaluation by his/her principal or head of the institution with the following different questionnaire.

1. Does teacher have good knowledge over the subject?



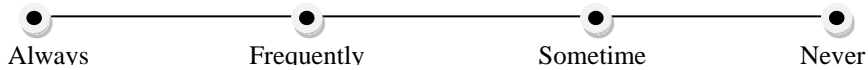
2. Does teacher have good rapport with students / colleague/institute?



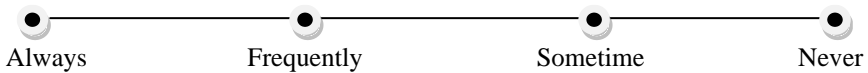
3. Does teacher using different teaching methodology in class?



4. Does teacher have patience in class while dealing with troublesome?



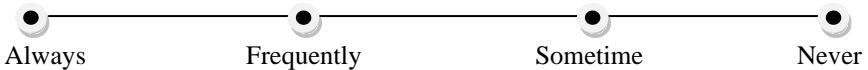
5. Does teacher supportive person?



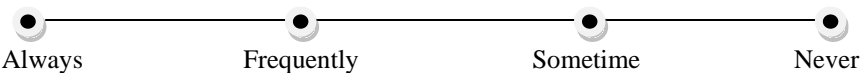
6. Does teacher always ready to take responsibility?



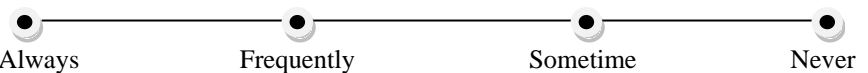
7. Does teacher class result always satisfving?



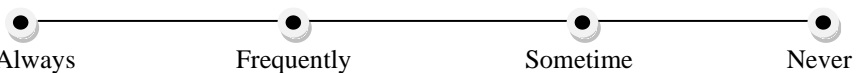
8. Does teacher satisfy with their job?



9. Does teacher always thinking about development of institute?

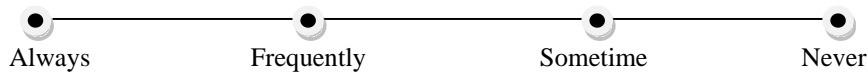


10. Does teacher always ready to work in extra activity?

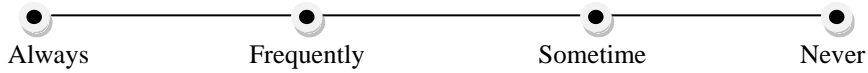


- **Teacher Evaluation by Students:** Teacher evaluation by their class students with the following different questionnaire.

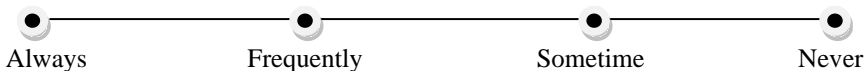
1. Do teacher know subject well?



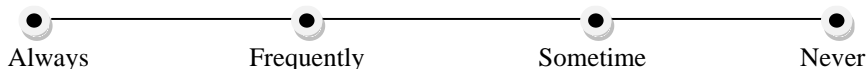
2. Is teacher's teaching methodology good?



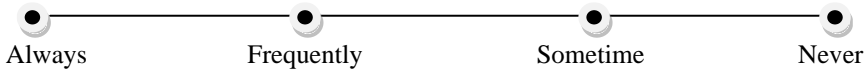
3. Is teacher using different teaching technique?



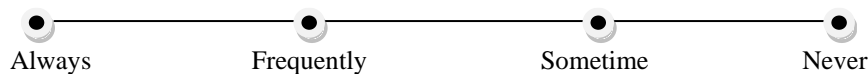
4. Does teacher give homework and checking it properly?



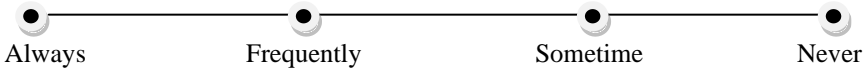
5. Does teacher encourage students to speak up and be activating in class?



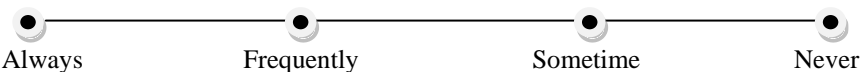
6. Does teacher good rapport with students?



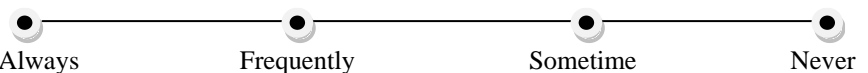
7. Is teacher helpful to students beyond institute?



8. Is teacher managing time well in class?



9. Is teacher taking remedial class?

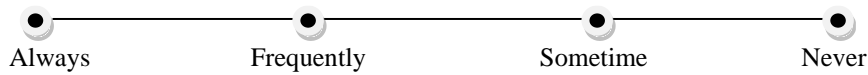


10. Does teacher give assignment / lesson / material in time to time?

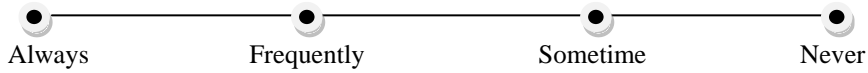


- **Teacher Evaluation by Parent:** Teacher evaluation by their class students Parents with the following different questionnaire.

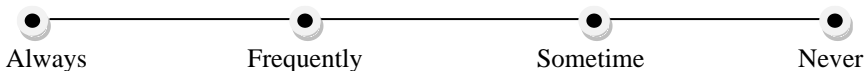
1. **Does teacher inform me of my child's achievements and problem in timely manner?**



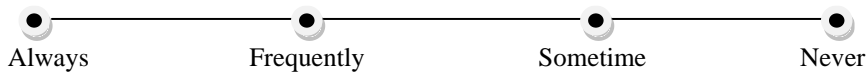
2. **Has teacher a positive and friendly attitude?**



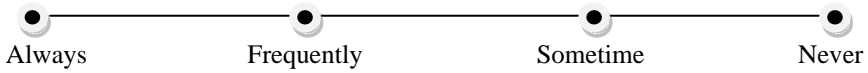
3. **Does Teacher work to make the subject matter interesting?**



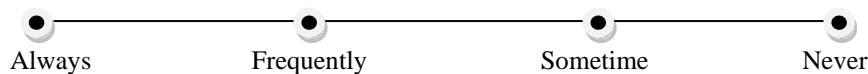
4. **Is teacher available to my child for extra help as needed?**



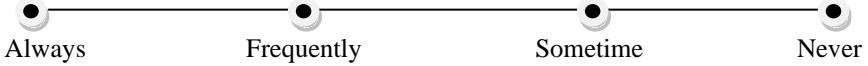
5. **Does Teacher make me comfortable to contacting them concerning of my child?**



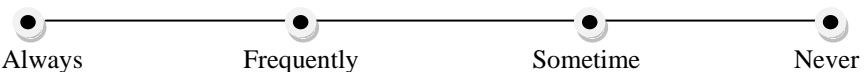
6. **Is teacher helpful in providing suggestion on how i can help my child?**



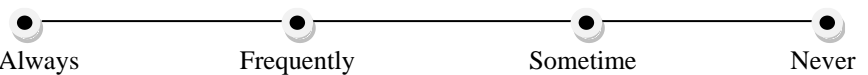
7. **Does teacher discusses and responds to my concern about my child?**



8. **Is teacher treating with my child like an individual?**



9. **Does teacher give assignment / lesson / material in time to time?**



10. **Has teacher good rapport with students?**



- **Teacher Evaluation by Dossier:** Teacher evaluation by his/her document or certificate with the following different questionnaire.

1. Has teacher actual Mark sheet and degree certificate?

- | | | | |
|---------------------------------|---------------------------------|-------------------------------|--------------------------------------|
| <input type="checkbox"/> UG | <input type="checkbox"/> PG | <input type="checkbox"/> TET | <input type="checkbox"/> TAT |
| <input type="checkbox"/> B. Ed. | <input type="checkbox"/> M. Ed. | <input type="checkbox"/> GSET | <input type="checkbox"/> NET |
| <input type="checkbox"/> MPhil | <input type="checkbox"/> Ph.D. | <input type="checkbox"/> HTAT | <input type="checkbox"/> Other _____ |

2. State Level _____
 National Level _____
 International Level _____

3. State Level _____
 National Level _____
 International Level _____

4. Primary Level _____ Year and _____ Months
 Secondary Level _____ Year and _____ Months
 Higher Secondary Level _____ Year and _____ Months
 U.G. Level _____ Year and _____ Months
 P.G. Level _____ Year and _____ Months
 Other _____ Year and _____ Months

5. Primary Secondary Higher Secondary TAT TET
 U.G. P.G. HTAT Other _____

6. State Level _____
 National Level _____
 International Level _____

7. Has teacher gold medalist certificate?

- U.G. P.G. B. Ed. M. Ed.
 Other _____

8. Has a teacher contribution outside of the institution?

- School College Department
 Industry Society Other _____

9. Has teacher NSS/ NCC/Sports/etc. recognition certificate?

- N.C.C. A / B / C Certificate
 Sports State / National / International Level
 N.S.S.
 Others _____

- Seminar
 State Level _____
 National Level _____
 International Level _____

- Workshop
 State Level _____
 National Level _____
 International Level _____

- Conference
 State Level _____
 National Level _____
 International Level _____

- Other _____

Student Evaluation by Teachers Reliability Test**Table – 1 Reliability Statistics**

Cronbach's Alpha	N of Items
.786	10

Table – 1 indicates Reliability of a Questionnaire “Student Evaluation by Teachers.” The value of Cronbach’s Alpha is 0.786, which indicates Questionnaire is reliable for further analysis.

The last column of Table-2 represents value of “Cronbach’s Alpha if item deleted”, it is used to measure the importance of a question in questionnaire. All values of the column “Cronbach’s Alpha if item Deleted” is less than overall Cronbach’s Alpha 0.786, which shows that all questions are important for questionnaire and none of the question can be deleted from the questionnaire.

Table – 2 Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	26.5595	36.385	.469	.766
VAR00002	26.8006	34.993	.540	.757
VAR00003	26.9727	34.616	.498	.762
VAR00004	26.9484	36.790	.377	.777
VAR00005	27.5681	36.545	.401	.774
VAR00006	27.1291	34.331	.534	.757
VAR00007	27.1449	35.618	.427	.771
VAR00008	27.5409	36.835	.330	.783
VAR00009	26.9096	34.485	.537	.757
VAR00010	26.7877	35.935	.444	.769

H0: There exists no association between Questions related to Student Evaluation by Teachers.

H1: There exists association between Questions related to Student Evaluation by Teachers.

Table – 3 Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	585.702(a)	27	.000
Likelihood Ratio	597.582	27	.000
Linear-by-Linear Association	52.751	1	.000
N of Valid Cases	6970		

a 0 cells (.0%) have expected count less than 5. The minimum expected count is 7.20.

Table – 3 represents value of Chi-Square for questions related to Student Evaluation by Teacher. The value of Chi-Square is 585.702 with significance value 0.000 ($p < 0.01$) indicating association between questions of questionnaire related to Student Evaluation by Teacher

Self Evaluation by Teachers Reliability Test

Table – 1 Reliability Statistics

Cronbach's Alpha	N of Items
.814	10

Table – 1 indicates Reliability of a Questionnaire “Self Evaluation by Teachers” The value of Cronbach’s Alpha is 0.814, which indicates Questionnaire is reliable for further analysis. The last column of Table-2 represents value of “Cronbach’s Alpha if item deleted”, it is used to measure the importance of a question in questionnaire. All values of the column “Cronbach’s Alpha if item Deleted” is less than or close to overall Cronbach’s Alpha 0.814, which shows that all questions are important for questionnaire and none of the question can be deleted from the questionnaire.

Table – 2 Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	29.1827	36.326	.470	.815
VAR00002	29.5481	34.231	.493	.810
VAR00003	30.1442	34.105	.413	.819
VAR00004	30.1731	33.445	.430	.818
VAR00005	29.6923	32.662	.568	.802
VAR00006	29.6731	32.960	.526	.807
VAR00007	29.5000	34.330	.489	.811
VAR00008	29.5096	32.932	.611	.799
VAR00009	29.6635	31.954	.589	.800
VAR00010	29.6538	32.578	.551	.804

H0: There exists no association between Questions related to Self Evaluation by Teachers.

H1: There exists association between Questions related to Self Evaluation by Teachers.

Table – 3 Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	83.207(a)	27	.000
Likelihood Ratio	83.110	27	.000
Linear-by-Linear Association	2.149	1	.143
N of Valid Cases	1050		

a 20 cells (50.0%) have expected count less than 5. The minimum expected count is .30.

Table – 3 represents value of Chi-Square for questions related to Self- Evaluation by Teacher. The value of Chi-Square is 83.207 with significance value 0.000 ($p < 0.01$) indicating association between questions of questionnaire related to Self-Evaluation by Teacher, but since 20 cells(50%) have expected count less than 5, researcher calculated Likelihood Ratio test to test the association. The value of Likelihood Ratio is 83.110 with significance 0.000 ($p < 0.01$) indicating association between questions of questionnaire related to Self-Evaluation by Teacher.

Teachers Evaluation by Colleagues Reliability Test

Table – 1 Reliability Statistics

Cronbach's Alpha	N of Items
.862	10

Table – 1 indicates Reliability of a Questionnaire “Teachers Evaluation by Colleagues.” The value of Cronbach’s Alpha is 0.862, which indicates Questionnaire is reliable for further analysis.

values of the column “Cronbach’s Alpha if item Deleted” is less than overall Cronbach’s Alpha 0.862, which shows that all questions are important for questionnaire and none of the question can be deleted from the questionnaire.

Table – 2 Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	29.4355	41.017	.521	.854
VAR00002	30.0065	39.055	.486	.857
VAR00003	29.8677	38.083	.600	.847

VAR00004	30.4516	39.459	.421	.864
VAR00005	29.9806	38.466	.561	.850
VAR00006	29.8742	37.489	.666	.841
VAR00007	29.8935	37.875	.604	.846
VAR00008	29.6355	38.757	.662	.843
VAR00009	29.6226	38.132	.685	.840
VAR00010	29.5968	39.394	.585	.848

H0: There exists no association between Questions related to Teacher Evaluation by Colleagues.

H1: There exists association between Questions related to Teacher Evaluation by Colleagues.

Table – 3 Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	242.819(a)	27	.000
Likelihood Ratio	248.713	27	.000
Linear-by-Linear Association	14.544	1	.000
N of Valid Cases	3100		

a 10 cells (25.0%) have expected count less than 5. The minimum expected count is 3.70.

Table – 3 represents value of Chi-Square for questions related to Teacher Evaluation by Colleagues. The value of Chi-Square is 242.819 with significance value 0.000 ($p < 0.01$) indicating association between questions of questionnaire related to Teacher Evaluation by Colleagues, but since 10 cells(25%) have expected count less than 5, result of Likelihood Ratio test has to be considered. The value of Likelihood Ratio is 248.713 with significance 0.000 ($p < 0.01$) indicating association between questions of questionnaire related to Teacher Evaluation by Colleagues.

Third Party Evaluation of Teachers by Higher Position Reliability Test

Table – 1 Reliability Statistics

Cronbach's Alpha	N of Items
.825	10

Table – 1 indicates Reliability of a Questionnaire “Third Party Evaluation of Teachers by Higher Position.” The value of Cronbach’s Alpha is 0.825, which indicates Questionnaire is reliable for further analysis.

The last column of Table-2 represents value of “Cronbach’s Alpha if item deleted”, it is used to measure the importance of a question in questionnaire. All values of the column “Cronbach’s Alpha if item Deleted” is less than overall Cronbach’s Alpha 0.825, which shows that all questions are important for questionnaire and none of the question can be deleted from the questionnaire.

Table – 2 Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	29.1827	36.326	.470	.815
VAR00002	29.5481	34.231	.493	.810
VAR00003	30.1442	34.105	.413	.819
VAR00004	30.1731	33.445	.430	.818
VAR00005	29.6923	32.662	.568	.802
VAR00006	29.6731	32.960	.526	.807
VAR00007	29.5000	34.330	.489	.811
VAR00008	29.5096	32.932	.611	.799
VAR00009	29.6635	31.954	.589	.800
VAR00010	29.6538	32.578	.551	.804

H0: There exists no association between Questions related to Third Party Evaluation of Teachers by Higher Position.

H1: There exists association between Questions related to Third Party Evaluation of Teachers by Higher Position

Table – 3 Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	103.118(a)	27	.000
Likelihood Ratio	110.175	27	.000
Linear-by-Linear Association	.008	1	.931
N of Valid Cases	1040		

a 20 cells (50.0%) have expected count less than 5. The minimum expected count is 1.20.

Table – 3 represents value of Chi-Square for questions related to Third Party Evaluation of Teacher by Higher Position. The value of Chi-Square is 103.118 with significance value 0.000 ($p < 0.01$) indicating association between questions of questionnaire related to Third Party Evaluation of Teacher by Higher Position, but since 20 cells(50%) have expected count less than 5, researcher calculated Likelihood Ratio test to test the association.

The value of Likelihood Ratio is 110.175 with significance 0.000 ($p < 0.01$) indicating association between questions of questionnaire related to Third Party Evaluation of Teacher by Higher Position.

Teacher Evaluation by Students Reliability Test

Table – 1 Reliability Statistics

Cronbach's Alpha	N of Items
.796	10

Table – 1 indicates Reliability of a Questionnaire “Teacher Evaluation by Students”. The value of Cronbach’s Alpha is 0.796, which indicates Questionnaire is reliable for further analysis. The last column of Table-2 represents value of “Cronbach’s Alpha if item deleted”, it is used to measure the importance of a question in questionnaire. All values of the column “Cronbach’s Alpha if item Deleted” is less than Cronbach’s Alpha 0.796, which shows that all questions are important for questionnaire and none of the question can be deleted from the questionnaire.

Table – 2 Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	26.8384	35.848	.490	.776
VAR00002	27.0111	35.306	.490	.776
VAR00003	27.4392	34.918	.457	.780
VAR00004	27.4158	34.859	.471	.778
VAR00005	27.8462	35.246	.434	.783
VAR00006	27.5262	34.526	.486	.776
VAR00007	27.8997	35.648	.376	.790
VAR00008	27.2196	35.178	.479	.777
VAR00009	27.0078	35.093	.535	.771
VAR00010	26.9164	35.795	.492	.776

H0: There exists no association between Questions related to Teacher Evaluation by Students.

H1: There exists association between Questions related to Teacher Evaluation by Students.

Table – 3 Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	949.673(a)	27	.000
Likelihood Ratio	950.771	27	.000
Linear-by-Linear Association	1.035	1	.309
N of Valid Cases	8970		

a 0 cells (.0%) have expected count less than 5. The minimum expected count is 16.30.

Table – 3 represents value of Chi-Square for questions related to Teacher Evaluation by Students. The value of Chi-Square is 949.673 with significance value 0.000 ($p < 0.01$) indicating association between questions of questionnaire related to Teacher Evaluation by Students.

Teacher Evaluation by Parents Reliability Test

Table – 1 Reliability Statistics

Cronbach's Alpha	N of Items
.844	10

Table – 1 indicates Reliability of a Questionnaire “Teacher Evaluation by Parents.” The value of Cronbach’s Alpha is 0.844, which indicates Questionnaire is reliable for further analysis. The last column of Table-2 represents value of “Cronbach’s Alpha if item deleted”, it is used to measure the importance of a question in questionnaire. All values of the column “Cronbach’s Alpha if item Deleted” is less than overall Cronbach’s Alpha 0.844, which shows that all questions are important for questionnaire and none of the question can be deleted from the questionnaire.

Table – 2 Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	24.6659	43.598	.487	.835
VAR00002	24.7601	43.173	.538	.830
VAR00003	24.9412	42.401	.532	.831
VAR00004	25.2852	43.890	.463	.837
VAR00005	25.3770	42.326	.587	.826
VAR00006	25.6524	41.732	.600	.824
VAR00007	25.3721	42.251	.523	.832
VAR00008	25.1469	41.780	.594	.825
VAR00009	24.8421	41.694	.582	.826
VAR00010	24.7564	43.278	.502	.834

H0: There exists no association between Questions related to Teacher Evaluation by Parents.

H1: There exists association between Questions related to Teacher Evaluation by Parents.

Table – 3 Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	787.212(a)	27	.000
Likelihood Ratio	775.294	27	.000
Linear-by-Linear Association	16.116	1	.000
N of Valid Cases	8170		

a 0 cells (.0%) have expected count less than 5. The minimum expected count is 7.90.

Table – 3 represents value of Chi-Square for questions related to Teacher Evaluation by Parent. The value of Chi-Square is 787.212 with significance value 0.000 ($p < 0.01$) indicating association between questions of questionnaire related to Teacher Evaluation by Parents.

Teacher Evaluation by Dossier

In this questionnaire we collect the data from the teacher not collect the feedback so here no reliability test is possible so here we give comparison pie chart.

<p>There are 104 teachers submit their documents data, out of them UG and Bed degree are common. But there are 5.77 % teachers have PG Degree, 1.92% teachers have PhD Degree and 11.54% teachers have TAT certificate.</p>	<p style="text-align: center;">DEGREE</p> <table border="1"> <caption>DEGREE Data</caption> <thead> <tr> <th>Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>PG</td> <td>5.77%</td> </tr> <tr> <td>PHD</td> <td>1.92%</td> </tr> <tr> <td>TAT</td> <td>11.54%</td> </tr> </tbody> </table>	Category	Percentage	PG	5.77%	PHD	1.92%	TAT	11.54%	
Category	Percentage									
PG	5.77%									
PHD	1.92%									
TAT	11.54%									
<p>There are 104 teachers submit their documents data, out of them 12.50 % teachers have State level publication, 2.88% teachers National level publication.</p>	<p style="text-align: center;">PUBLICATIONS</p> <table border="1"> <caption>PUBLICATIONS Data</caption> <thead> <tr> <th>Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>STATE</td> <td>12.5%</td> </tr> <tr> <td>NATIONAL</td> <td>2.88%</td> </tr> </tbody> </table>	Category	Percentage	STATE	12.5%	NATIONAL	2.88%			
Category	Percentage									
STATE	12.5%									
NATIONAL	2.88%									
<p>There are 104 teachers submit their documents data, out of them 22.12 % teachers have Primary level Experience, 66.35% teachers have Secondary level Experience and 17.31% teachers have Higher Secondary level Experience</p>	<p style="text-align: center;">TEACHING EXPERIENCE</p> <table border="1"> <caption>TEACHING EXPERIENCE Data</caption> <thead> <tr> <th>Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>PRIMARY</td> <td>22.12%</td> </tr> <tr> <td>SECONDARY</td> <td>66.35%</td> </tr> <tr> <td>HIGHER</td> <td>17.31%</td> </tr> </tbody> </table>	Category	Percentage	PRIMARY	22.12%	SECONDARY	66.35%	HIGHER	17.31%	
Category	Percentage									
PRIMARY	22.12%									
SECONDARY	66.35%									
HIGHER	17.31%									

<p>There are 104 teachers submit their documents data, out of them 7.69 % teachers have attend State level seminar/workshop, 2.88 % teachers have attend National level seminar/workshop and 0.96 % teachers have attend International level seminar/workshop</p>	<table border="1"> <caption>SEMINAR / WORKSHOP</caption> <thead> <tr> <th>Level</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>STATE</td> <td>7.69%</td> </tr> <tr> <td>NATIONAL</td> <td>2.88%</td> </tr> <tr> <td>INTERNATIONAL</td> <td>0.96%</td> </tr> </tbody> </table>	Level	Percentage	STATE	7.69%	NATIONAL	2.88%	INTERNATIONAL	0.96%
Level	Percentage								
STATE	7.69%								
NATIONAL	2.88%								
INTERNATIONAL	0.96%								
<p>There are 104 teachers submit their documents data, out of them 1.92 % teachers have NSS certificate and 11.54 % teachers have NCC a/b/c certificate.</p>	<table border="1"> <caption>NCC / NSS</caption> <thead> <tr> <th>Certificate Type</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>NSS</td> <td>1.92%</td> </tr> <tr> <td>NCC</td> <td>11.54%</td> </tr> </tbody> </table>	Certificate Type	Percentage	NSS	1.92%	NCC	11.54%		
Certificate Type	Percentage								
NSS	1.92%								
NCC	11.54%								

II. Conclusion

These are to guide improvement of teaching skills, to recognize and reinforce teaching excellence, to help teachers focus on student outcomes, and to plan in service education activities.

In the teaching-learning process, educational evaluation is crucial since it serves a common goal. Diagnostic: Evaluation is a thorough, ongoing process. It aids a teacher in identifying problems and aids a teacher in solving problems with his students.

After evaluation through questionnaire it is important that question in a questionnaire are most important and reliable so we check the reliability test for each questionnaire using SPSS software and it is identify that Reliability testing is performed to ensure that the question is reliable, it satisfies the purpose for which it is made.

Following are the reliability statistics of each questionnaire and their result.

Questionnaire	Reliability Statistic Result
Student Evaluation by Teachers.	0.786
Self-Evaluation by Teachers.	0.814
Third Party Evaluation of Teachers by Higher Position.	0.825
Teacher Evaluation by Colleagues.	0.862
Teacher Evaluation by Students.	0.796
Teacher Evaluation by Parents.	0.844

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