

Appendix

Questionnaire

Your participation in this study will consist of Two Parts. Part one requires you to provide information about yourself. Part two of the questionnaire requires you to indicate the role of principals in the conduct of in-house training in secondary schools. Please consider each item carefully. Do not leave any item blank. Choose the response closest to your opinion.

Thank You

Item	1	2	3	4
1. The principal is the best person in your school to initiate in-house training for teachers.				
2. The principal is the person who knows best what are the in-house training programs that suit the teachers most in school.				
3. The role of the principal is to plan the in-house training according to the qualification, interest, and competency of teachers.				
4. The principal should determine the time-scale for in-house training programs.				
5. The principal is the best person to determine the content of in-house training programs.				
6. The principal should tell the teachers the expectation of the in-house training.				
7. The principal is the best person to demonstrate the relationship between the in-house training and school objectives.				
8. The principal should involve teachers in the planning of in-house training programs.				
9. The principal should allow teachers to determine the time-scale for in-house training programs.				
10. The principal should allow teachers to determine the content of in-house training programs.				
11. The principal should implement in-house training program for certain group of teacher only.				
12. The principal can conduct in-house training program in school informally.				
13. The principal should act as instructor in implementing the in-house training in school.				

Item	1	2	3	4
14. The principal should demonstrate procedures and techniques which teachers are expected to model during in-house training.				
15. The principal should decide the training methodology or delivery system such as lecture, role play, workshop, seminar, conference, and etc.				
16. The principal should identify the instructors for the in-house training programs.				
17. The principal should involve teachers in implementing the in-house training program.				
18. The principal should invite experts to implement the in-house training programs.				
19. Experienced teachers are encouraged to participate in conducting the in-house training.				
20. The principal should allow teachers to decide the training methodology of in-house training programs in school.				
21. The principal should allow the teachers to identify the instructors for the in-house training programs.				
22. The principal is the best person to evaluate the teachers performance after the in-house training.				
23. The principal should get the feedback from teachers regarding the effectiveness of the in-house training programs.				
24. The principal should monitor to ensure that in-house training programs achieve their objectives.				
25. Follow-up studies are to be conducted by the principal as a means for evaluation of in-house training programs.				
26. The principal should get the opinion from heads of departments or subject teachers before evaluating the performance of teachers who are involves in in-house training.				

Item	1	2	3	4
27. The principal should allow the heads of departments or the subject teachers to evaluate teachers performance after the in-house training.				
28. The principal should allow teachers to evaluate themselves after the in-house training.				
29. The role of the principal is to assess teachers' need in order to provide suitable in-house training programs.				
30. The principal is the person who knows the type of in-house training program that suit the teachers most in school.				
31. The principal should survey the teachers' interests and needs regarding in-house training programs.				
32. The principal should involve teachers to suggest the topics for in-house training programs that suit their needs most.				