



Educators' conditions of employment questionnaire

10.06

We want to make your experience as an educator in a government school a more rewarding one.

You can help us understand better what we need to do to achieve this by answering the few simple questions below, which pertain to your **terms & conditions of employment and professional development**.

Please do not submit your name. You will not be asked for your personal details so your answers will remain anonymous.

Instructions:

Please mark your answers as instructed below, and submit your completed questionnaire in the sealed box provided by your School Principal. Your answers will be submitted directly to the Ministry of Education, Training, Employment, Youth, Sports & Culture, and will NOT be seen by anyone else.

If you prefer, you can submit your questionnaire directly to the Ministry by mail at the address below:

Ms. K. Jurn, Ministry of Education, Training, Employment, Youth, Sports & Culture, c/o. Government Administration Building, Grand Cayman, KY1-9000, CAYMAN ISLANDS.

The deadline for submissions is **Wednesday 25th October, 2006**.

We appreciate your participation.

Questions:

1) Please tell us your annual salary (and grade if known).

Annual salary (CI\$)

Salary grade (if known)

2) How aware are you of the full scope of benefits included in your remuneration and benefit package (beyond salary)?

Please tick **ONE** box

Very aware

Vaguely aware

Unaware

3) How well does your job description reflect your actual role and responsibilities?

Please tick ONE box

- My job description reflects my role well
- My job description needs minor adjustments to reflect my role
- My job description needs significant updating to reflect my role

4) How adequate is the existing performance management process for appraising and rewarding educators' performance?

Please tick ONE box

- Excellent
- Good
- Needs some improvement
- Poor

5) Would you prefer a 'pay for performance' based system that truly compensates differential performance?

Please tick one box

- Yes No

6) Would you support a system of remuneration that considers both length of service *and* performance?

Please tick one box

- Yes No

7) How would you describe provisions in the current system for educators' career development and long-term goals?

Please tick ONE box

- Excellent
- Good
- Needs some improvement
- Poor

8) (a) Should educators' remuneration be increased as they acquire additional qualifications (e.g. Masters Degree, PhD) from internationally recognized institutions?

Please tick one box

Yes No

If you answered 'no' to 8 (a) above, please move to question 9(a)

8) (b) Which of the following rewards would be most appropriate?

Please tick one box

An increase in salary

An achievement bonus

9) (a) Should educators' benefits include assistance for those studying for further qualifications?

Please tick one box

Yes No

If you answered 'no' to 9 (a) above, please move to question 10

9) (b) Which of the following benefits would be most appropriate?

Please tick one box

Financial assistance

Study leave

Both

10) Are current leave entitlements (e.g. maternity, compassionate) adequate?

Please tick one box

Leave provisions are excellent

Leave provisions are adequate

Leave provisions are poor

11) Are overseas educators' contract terms generally of satisfactory length, or should they be extended?

Please tick one box

Contract terms are of satisfactory length

Contract terms should be extended in length

12) From your experience how does educators' remuneration in Cayman compare generally with other countries?

Please tick one box

- Very favourably
- Favourably
- Equally
- Poorly

13) From your experience how does educators' remuneration in Cayman compare generally with that of similarly qualified staff in the private sector?

Please tick one box

- Very favourably
- Favourably
- Equally
- Poorly

14) By what percentage should teachers' salaries be increased to bring them to a satisfactory level?

Please enter a percentage figure in the box

 %

15) On what basis have you arrived at this percentage?

- Comparison with other jurisdictions
- Comparison with salaries in other employment sectors in the Cayman Islands
- Gut feeling
- Personal experience
- Internet research
- Other (please specify)

16) Please state which **three of the benefits in the list below are most important to you, by ranking your top three only in order of importance from 1 to 3, where 1 is the most important and 3 is the least important.**

*Please place each of the numbers 1, 2, and 3, in the boxes adjacent to your **top three choices only**.*

Personal days	<input type="checkbox"/>
Study days	<input type="checkbox"/>
Professional development incentives and subsidies	<input type="checkbox"/>
Accommodation and travel allowances	<input type="checkbox"/>
Subsidised school expenses for children of teachers	<input type="checkbox"/>
Settling allowance / Sign-on bonus	<input type="checkbox"/>
Travel allowances	<input type="checkbox"/>
Allowances for the care of infants and children of teachers	<input type="checkbox"/>
Gym membership	<input type="checkbox"/>
Sabbaticals	<input type="checkbox"/>
Provision of technology tools	<input type="checkbox"/>
Other (please specify)	<input type="text"/>

17) Please state your interest in the following areas of **training and development, by ranking each from 1 to 3, where:**

- 1 = very interested
- 2 = interested
- 3 = not interested

Place a number from 1 to 3 in the box

Teaching techniques & methods to improve literacy	<input type="checkbox"/>
Teaching techniques & methods to improve numeracy	<input type="checkbox"/>
Using practical exercises to motivate students	<input type="checkbox"/>
Integrating a 'career awareness' element in to classes	<input type="checkbox"/>
Getting the best out of gifted students and students with special needs	<input type="checkbox"/>

18) Please state your interest in **sharing knowledge and experience** with other educators in the following subject areas, by ranking each from 1 to 3, where:

- 1 = very interested
- 2 = interested
- 3 = not interested

Place a number from 1 to 3 in the box

Using practical exercises, special projects and field trips to motivate students

Improving teaching methods for gifted students and students with special needs

Using standardized tests to teach and evaluate students

19) Please list below your five most urgent training and development needs, where 1 is the most urgent and 5 is the least urgent.

1

2

3

4

5

20) In the box below, please enter **your comments** about the questions above, or issues pertaining to the professional development or employment conditions of teachers. Continue on the next page or on a separate sheet if necessary.

Your comments ctd.

A large, empty rectangular box with a thin green border, occupying most of the page. It is intended for the user to write their comments. The box is currently blank.



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TRAINING • EMPLOYMENT
YOUTH • SPORTS & CULTURE

Building *Brighter* Futures

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