APPENDIX - A

CENTRE OF ADVANCED STUDY IN EDUCATION
M.S. UNIVERSITY OF BARODA
B A R O D A

Sir/Madam,

I am a Teacher Fellow of the Centre of Advanced Study in Education, conducting Ph.D. research in the field of "Educational Innovations".

Purpose of the study :

These days many new ideas are floating continuously flowing from institutions at States and National levels. Some innovations are accepted and some are not. An innovation may not be accepted because of many reasons. The various processes for the adopting and discountinuance of innovations need to be studied. Why do innovations with so much promise fail? In general literature on the evaluation and assessment of school innovations suggests that fatal weakness occur during the early process of implementation. These weaknesses are often related to the effect of role changes of teachers and administrators.

About the Interview Schedule :

In order to maximise chances of success and maintain school of innovations, it seems that specific guidelines are needed to the principal, teachers, superintendents and others in the implementation of new programmes. The present schedule in your hand is constructed with a view "to study the processes in Adoption and Discontinuance of Innovations in Schools".

The data collected in this study will be used for the purpose of research only and will be kept confidential. The identity of your institution will not be disclosed.

A Request :

I request you to make use of your rich experience as the head of your Institution and benefit me through your valuable observation.

Thanking you,

Guide :
Dr.D.B. Desai
Prof. & Head of CASE
Dean of Faculty of
Education & Psychology
M.S.University of Baroda.

Investigator:
Mrs. A. Satyavati
Teacher Fellow, CASE
M.S.University of Baroda.
Baroda.

INTERVIEW SCHEDULE
(For Principals)

I. Identification of the Data

a) Name of the School :----------
Boys/Girls/Co-education : ----------

b) Address : ----------

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c) Year of the establishment : ----------

i) Primary : ----------

ii) Secondary : ----------

d) Who started the School? :

i) Government :----------

ii) Philanthropist :----------

iii) Missionary : ----------

iv) Industrialist : ----------

v) Private management : ----------

vi) Social bodies : ----------

vii) Any other : ----------

e) Why was the school started? (Any significant event which led to the establishment of the school)

f) Total number of pupils:

Sr.No.		Division			No.of pupils
1.	VIII	A = _____	B = _____	C = _____	_____
2.	IX	A = _____	B = _____	C = _____	_____
3.	X	A = _____	B = _____	C = _____	_____
4.	XI	A = _____	B = _____	C = _____	_____
5.	XII	A = _____	B = _____	C = _____	_____
	Total:	_____	_____	_____	_____

g) (i) Total number of Teachers : ----------

(ii) Number of

a) Trained Graduate Teachers : ----------

b) Graduate Teachers : ----------

c) Trained Post-graduates : ----------

d) Post-graduates : ----------

e) Any others : ----------

Name of the successful INNOVATION that is being practiced in your school.

Kindly describe the nature of the innovation in brief:

PROCESS OF ADOPTION:

I. PROBLEM AWARENESS STAGE:

1. What was the main problem which motivated to take up the innovation?

2. Was the problem related to academic, administration or any other?

3. Through which source you come to know about the problem?

A. Casual talk with teachers/pupils/parents.

B. Formal talk with teachers/pupils/parents.

C. Official communication.

D. Books/Journals.

E. From other institutions.

4. How did you feel about the urgency of the problem?

A. Very urgent

B. demanding

C. not very urgent

D. can wait for sometime

E. not essential but desirable

5. By introducing the new practice what actually you want to change in the existing conditions?

So far we have been talking about the problem and the felt need. Let's turn to the efforts you have taken in search for solution.

II. <u>SEARCH FOR SOLUTION</u>:

1. From where did you get the idea about the innovation which intended to solve the problem?

a) Come across casually

b) College of Education

c) NCERT/SCERT

d) DEO's Office

e) Journals/books

f) Principals of other institutions

g) Some educational experts

h) Your own colleagues

i) Pupils/parents/school visit

j) Any other.....?

2. Did you contact these prople?

a) Through correspondence

b) Personally

c) Were they responsive?

3. Time lag between your problems awareness and solution knowledge

a) Weeks?

b) Months?

c) Years?

We have been talking about the various sources for the solution and the time taken. Now let's shift our attention on the knowledge aspect of innovation.

III. KNOWLEDGE ABOUT INNOVATION

1. Did you feel that you had a clear understanding of it?

Yes/No

a) What are the objectives of the particular innovation?

b) Did you approach anybody for clarity?

i) NCERT/SCERT

ii) Training college

iii) Journals

iv) Other institutions where it is being practiced

v) Any other.

2. How far, you thought, would it help in achieving the objectives of the school?

a) Was it a proven education idea?

Yes/No.

b) This innovation was being treated as an experiment.

Yes/No.

c) Whether it was practicable? Yes/No

d) Whether it demand extra time Yes/No

e) Whether it demand extra efforts? Yes/No

f) Whether it demand extra money? Yes/No

g) Comparatively economical? Yes/No

3. Does the innovation helps in academic improvement?

4. Did the innovation fit properly with existing social system?

5. Were the results of the innovation visible easily observed by others?

6. Was it independent i.e. it could be introduced without disturbing the other important conditions of school or was it dependent requires great many changes in the school conditions?

7. Was the innovation brought any prestige to your institute? Yes/No

If yes, to what extent?

A	B	C	D
Great	Considerable	Little	None

8. Was it pleasurable to pupils to have this innovation? Yes/No

If yes, to what extent?

A - Extreme

B - Great

C - Moderate

D - Little

E - None

We have been discussing about the characteristic featuure and nature of innovation. Now let's explore the extent to which the following people really were persuading influence to carry out the innovation.

IV. PERSUADING INFLUENCES

Who were responsible in persuading you to adopt this innovation?

a) Officials

b) Staff members

c) Parents

d) Pupil

e) NCERT/SCERT

f) Extension service centre

g) To take part in a science fair

h) To make a trial over the innovation

i) Any other?

V. DECISION MAKING

1. How was the decision taken to introduce the innovation?

a) Did you consult the teachers? Yes/No

b) Did you consult the pupils? Yes/No

c) Did you consult the parents? Yes/No

2. Was it an order from the DEO? Yes/No

3. Was there a discussion about it in the staff meeting? Yes/No

a) Was there any objection?

b) Any clarification sought

c) Was self consensus or majority opinion? Yes/No

d) Whether majority were popular among teachers? Yes/No

4. How may were the dissidents?

5. How did you involce the dissidents?

6. Or were dissidents leftout? Yes/No

7. What type of persuading influence did you try with them?

8. Did you atleast make them that they too were involved in decision making?

Yes/No

9. Did they all feel the need for the innovation?

Yes/No

10. Was there any time lag between decision making and introduction?

Yes/No

If yes, what was the approximate duration?

a) weeks b) months c) years

11. What could be the cause for this time lag?

12. Did you weigh down the profits and costs? Yes/No

If yes, in what context?

a) Pupils achievement

b) School progress

c) Co-operation

d) Healthy climate.

Did you consider the possible reactions from pupils, teachers and parents towards the introduction of innovation?

Well, so far we have been discussing about the various aspects of innovation before you going to adopt it. Let's turn our discussion about the trial adoption of innovation.

VI <u>ADOPTION</u>

Before implementing the innovation:

1. Did you have a trial run on a small scale? Yes/No

   If yes, what was the sample? (Number of students, class)

a) How many teachers were involved in trying out the innovation?

A	B	C
Whole staff	Half of the staff	A few members

b) How long was this period?

Days Weeks Months Years

c) Did you evaluate the innovation? Yes/No

d) What was your opinion about the evaluation of innovation?

   i) Very satisfactory
   ii) Satisfactory
   iii) Not satisfactory

e) Did you feel that the innovation would work here? If yes, what were the reasons? Yes/No

2. When new ideas are introduced into schools, they sometimes have positive consequences for teachers, sometimes negative consequences, sometimes both.

a) What about the opinion of teachers?

b) How about your pupils?

c)

c) Did they have a clear picture of what this innovation was all about?

Yes/No/Ambivalent/Donot know

d) How much efforts did you put in trying out the innovation?

Great/Considerable/Some/Little/None

3. Why did you think it worthy of adoption?

4. Did you think they are feasible?

5. During this period did you find any serious problems in carrying out the innovation?

6. What steps were taken to overcome the difficulties accounted above?

7. Did you get any help from - Administrators, Colleges, other institutes, NCERT/SCERT, DEO's Office?

8. How did they help?

9. Did you feel that the adoption of the innovation demand any change in your behaviour?

a) In the day-to-day routine of the school. Yes/No

b) Can you explain in terms of the changes on behaviour in students? In o thers? In teachers? Yes/No

c) Did you think the changes in the routine could easily be made? Yes/No

10. Did you think that the innovation if practiced would result in some desirable consequences? Yes/No

11. Did they really occur? Yes/No

12. Did the teachers co-operative in bringing about the change? If yes, to what extent? Yes/No

Great/Considerable/Little/Not at all

13. Did your work receive any recognition? Yes/No
If yes, to what extent?

Great, Considerable, Little, Not at all

14. Were you really satisfied with the achievement? Yes/No
If yes, to what extent?

Great, Considerable, Little, Not at all.

We have been talking about your first attempts to carry out the innovation. We want to focus on evaluation part of the innovation.

VII EVALUATION:

1. Did you evaluate the innovation? Yes/No

2. How was the new practice valuated?

   Through records, Staff meetings, Parent teacher association.

3. How about the results?

   Very satisfactory / Satisfactory / Not satisfactory

4. How would you describe the change in behaviour of all those involved in the implementation of new practice?

a) Pupils academic achievement.

b) Increase in the enrolement.

c) Parents have been showing more interest in the school activities.

d) Much appreciation from the public on the school progress.

e) Teachers become very punctual in their duties.

f) Creation of healthy atmosphere.

g) The organisational climate of the school become decent.

h) The organisational climate of the school become decent.

h) Any others ---------

5. How much time was taking from initial stage to successful adoption of innovation?

   Weeks Months Years

So far we have been talking about the trial run, adoption, evaluation and the time taken for the successful adoption of innovation. Now let's turn to the effort you have taken for diffusion of innovation to other institutions.

1. Did you inform other institutions about the adoption of new practice? Yes/No

2. When did you inform?

a) Neighbouring schools and other schools.

b) DEO's Office

c) The Public

d) NCERT/SCERT

e) Extension Department.

3 How did you inform?

a) Through seminars.

b) Through correspondence.

c) Through writing in journals/books

d) Through visits.

e) Any other.

4. How the management reacted over the success of this innovation?

Very satisfactory / Satisfactory / Not satisfactory

5. Did they concern about your efforts to bring about the change? If yes, to what extent?

Extreme, Great, Moderate, Little, None

6. Did the department recognise your innovation practice?

If yes, in what form	Promotion Reward Cash Certificate	Yes/No

7. What were the reactions of parents and public regarding this new practice?

Very satisfactory, Satisfactory, Not satisfactory

We have been talking about many aspects of the initial period, trial run, adoption, evaluation and diffusion with respect to the innovation. Have we leftout anything important in talking about what has blocked or facilitated the teachers to carryout the innovation? I want to know about the situation today with respect to the innovation.

What is the present position of the new practice?

a) Is being continued? Yes/No

b) Have become institutionalised?

c) Has been discontinued? If discontinued, what are the major factors for its discontinuance?

1.
2.
3.
4.
5.
6.
7.
8.

d) Has been reconsidered after discontinuance?

e) Has been rejected completely?

Thank you very much