

APPENDIX A

Document analysis checklist

1. Teacher preparation

Availability		Yes		No	
Lesson plan					
Scheme of work					
Adequacy	Rate				
	VG	G	S	P	VP
Lesson plan					
Scheme of work					

VG, very good; G, good; S, satisfactory; P, poor; VP, very poor.

2. Lesson evaluation

Adequacy	Rate				
	VG	G	S	P	VP
Measuring progress					
Using a variety of techniques					

VG, very good; G, good; S, satisfactory; P, poor; VP, very poor.

APPENDIX B

Research data

Respon dents	Personal		Education		Experience		Monitoring	Performance
	Gender	Age	Level	Years	Guidance	Counseling		
1	1.0	5.0	1.0	2.0	0.0	26.0	26.0	2.0
2	1.0	5.0	1.0	2.0	10.0	19.0	9.0	1.0
3	1.0	2.0	2.0	2.0	11.0	22.0	16.0	1.0
4	1.0	5.0	2.0	2.0	8.0	16.0	19.0	1.0
5	1.0	5.0	2.0	1.0	8.0	16.0	19.0	1.0
6	1.0	2.0	1.0	3.0	22.0	16.0	16.0	2.0
7	1.0	3.0	2.0	3.0	20.0	19.0	27.0	2.0
8	1.0	2.0	2.0	2.0	19.0	22.0	21.0	1.0
9	1.0	3.0	2.0	3.0	20.0	20.0	25.0	1.0
10	1.0	3.0	2.0	3.0	18.0	18.0	18.0	2.0
12	1.0	3.0	2.0	3.0	15.0	16.0	15.0	2.0
13	1.0	2.0	1.0	2.0	20.0	17.0	20.0	2.0
14	1.0	3.0	1.0	2.0	22.0	24.0	17.0	2.0
15	1.0	3.0	2.0	2.0	18.0	14.0	21.0	2.0
16	1.0	3.0	2.0	4.0	22.0	25.0	24.0	2.0
17	1.0	3.0	2.0	4.0	22.0	20.0	29.0	1.0
18	1.0	3.0	1.0	3.0	16.0	16.0	20.0	2.0
19	1.0	3.0	2.0	2.0	15.0	15.0	14.0	2.0
20	1.0	4.0	2.0	4.0	16.0	18.0	18.0	1.0
21	1.0	4.0	2.0	5.0	18.0	18.0	14.0	1.0
22	1.0	3.0	2.0	3.0	19.0	19.0	20.0	2.0
23	1.0	3.0	2.0	2.0	22.0	22.0	12.0	2.0
24	1.0	2.0	1.0	4.0	20.0	26.0	22.0	2.0
25	1.0	3.0	2.0	3.0	20.0	18.0	24.0	2.0
26	1.0	4.0	2.0	3.0	20.0	30.0	30.0	2.0
27	1.0	3.0	2.0	2.0	21.0	19.0	27.0	2.0
28	1.0	3.0	2.0	2.0	17.0	14.0	14.0	1.0
29	1.0	3.0	1.0	2.0	15.0	15.0	17.0	2.0
30	1.0	3.0	1.0	2.0	18.0	19.0	21.0	2.0
31	1.0	2.0	2.0	2.0	18.0	17.0	18.0	2.0
32	1.0	2.0	2.0	5.0	19.0	26.0	19.0	2.0
33	1.0	2.0	2.0	5.0	19.0	18.0	24.0	1.0
34	1.0	2.0	2.0	4.0	16.0	21.0	28.0	2.0

35	1.0	2.0	1.0	4.0	19.0	21.0	21.0	1.0
36	1.0	2.0	1.0	4.0	22.0	18.0	19.0	2.0
37	2.0	2.0	2.0	4.0	21.0	21.0	15.0	2.0
38	1.0	2.0	2.0	4.0	16.0	19.0	20.0	1.0
39	1.0	2.0	1.0	4.0	14.0	14.0	18.0	2.0
40	1.0	2.0	2.0	4.0	22.0	19.0	19.0	1.0
41	1.0	2.0	2.0	4.0	19.0	24.0	28.0	2.0
42	1.0	2.0	1.0	4.0	16.0	27.0	27.0	2.0
43	1.0	2.0	3.0	1.0	20.0	21.0	20.0	2.0
44	1.0	2.0	2.0	1.0	22.0	20.0	29.0	1.0
45	1.0	4.0	2.0	1.0	16.0	18.0	18.0	1.0
46	1.0	2.0	1.0	1.0	22.0	22.0	12.0	2.0
47	1.0	3.0	1.0	1.0	19.0	26.0	19.0	2.0
48	1.0	6.0	2.0	1.0	19.0	18.0	24.0	1.0
49	1.0	2.0	2.0	1.0	22.0	19.0	19.0	1.0
50	1.0	2.0	3.0	1.0	16.0	27.0	27.0	2.0
51	1.0	4.0	2.0	1.0	20.0	21.0	20.0	2.0
52	1.0	4.0	2.0	1.0	20.0	19.0	27.0	2.0
53	1.0	3.0	2.0	4.0	19.0	22.0	21.0	1.0
54	1.0	3.0	2.0	3.0	21.0	19.0	27.0	2.0
55	1.0	2.0	2.0	4.0	24.0	29.0	28.0	2.0

APPENDIX C

Tables of sample size

Population	Sample size at Confidence = 95%				Sample size at Confidence= 99%			
	Margin of error (%)				Margin of error (%)			
	5.0	3.5	2.5	1.0	5.0	3.5	2.5	1.0
10	10	10	10	10	10	10	10	10
20	19	20	20	20	19	20	20	20
30	28	29	29	30	29	29	30	30
50	44	47	48	50	47	48	49	50
75	63	69	72	74	67	71	73	75
100	80	89	94	99	87	93	96	99
150	108	126	137	148	122	135	142	149
200	132	160	177	196	154	174	186	198
250	152	190	215	244	182	211	229	246
300	169	217	251	291	207	246	270	295
400	196	265	318	384	250	309	348	391
500	217	306	377	475	285	365	421	485
600	234	340	432	565	315	416	490	579
700	248	370	481	653	341	462	554	672
800	260	396	526	739	363	503	615	763
1,000	278	440	606	906	399	575	727	943
1,200	291	474	674	1067	427	636	827	1119
1,500	306	515	759	1297	460	712	959	1376
2,000	322	563	869	1655	498	808	1141	1785
2,500	333	597	952	1984	524	879	1288	2173
3,500	346	641	1068	2565	558	977	1510	2890
5,000	357	678	1176	3288	586	1066	1734	3842
7,500	365	710	1275	4211	610	1147	1690	5165
10,000	370	727	1332	4899	622	1193	2098	6239
25,000	378	760	1448	6939	646	1285	2399	9972
50,000	381	772	1491	8056	655	1318	2520	12455
75,000	382	776	1506	8514	658	1330	2563	13583
100,000	383	778	1513	8762	659	1336	2585	14227

250,000	384	782	1527	9248	662	1347	2626	15555
500,000	384	783	1532	9423	663	1350	2640	16055

Note: adapted from Oso WY. Principles and Practice of Education Research. Borama: Somaliland, 2013.

APPENDIX D

QUESTIONNAIRE

Questionnaire for teachers in public secondary schools in Mohamud Haibeh and Ga'an Libah districts, Hargeisa, Somaliland

Dear respondent

The purpose of this study is to ascertain the influence of supervision on the teachers' performance in these two Public Secondary Schools in Hargeisa City. Your view as a Teacher of Public Secondary Schools in Hargeisa City was very crucial to this study. Please complete the questionnaire enclosed and return it to the researcher. All information provided is strictly confidential and not passed to a third party.

Background Information

Please tick (√) where is appropriate.

I Your Name -----

II. School Name -----

III. Sex Male () Female ()

IV. Your age, 20 –24 () 25—29 () 30 –35 () 35 -39 () 40 –45 ()

V. Your Educational level, Master () Degree () Diploma () None ()

VI. How long have you been teaching in these Public Secondary Schools? -----

Please tick (√) one alternative in the spaces provided or complete the black spaces with ever is appropriate do not tick more than one alternative on one statement

NO	STATEMENT	1	2	3	4	5
1	The principal work with the teachers to set school objectives.					
2	The principal work with the teachers to determine school activities.					
3	The principal advises me to cooperate with school management.					
4	The principal gives me advice about how to improve					

	class management.					
5	The principal directs me the way that reinforce my					
	knowledge on subject(s) matter.					
6	The principal trusts and delegates authority to the					
	teachers.					

Key: 1= strongly agree,
 2= agree,
 3= neutral,
 4= disagree,
 5= strongly disagree