

ANSWER ALL QUESTIONS

1. Programmes of Action to Mitigate the Social Costs of Adjustment (PAMSCAD) was developed and implemented by the Government of Ghana to
 - A. support teachers teaching in deprived areas with incentives
 - B. raise the standards of living of the Ghanaian people, particularly poor people in the rural areas.
 - C. ensure that children of school going age are enrolled in schools
 - D. promote girl-child education with a number of community programmes
2.refers to statement of assets and liabilities at a given point in time.
 - A. Balance Sheet
 - B. Value Book
 - C. Bank reconciliation Statement
 - D. Store record
3. Service/Store Received Advice (SRA), Store Received Vouchers (SRV), Petty Cash, Check Book, Receipt Books and Invoices fall under
 - A. Budget records
 - B. Store records
 - C. Accounting records
 - D. Audit records
4. A Senior Teacher with the rank of Director I, could become at most a
 - A. District Director of Education
 - B. Municipal Director of Education
 - C. Regional Director of Education
 - D. None of the Above
5.is to select the best person for a position for an available opportunity.
 - A. Promotion interview
 - B. Counselling interview
 - C. Appraisal interview
 - D. Selective interview
6. The structure of the Ministry of Education is
 - I. Minister
 - II. Deputy or Deputies
 - III. Chief General
 - IV. Department and Agencies Directors
 - V. Unit Heads

- A. I, II and IV
 - B. I, II, IV and V
 - C. I, II, III and IV
 - D. I, II, III, IV and V
7. Which of the following that does not fall directly under the Ministry of Education?
- A. Nugochi Memorial Institute
 - B. Ghana Science Association
 - C. Open Distance Education
 - D. Divisional Director Inspectorate
8. Colleges of Education are categorized under
- A. 1st Cycle of Education
 - B. 2nd Cycle of Education
 - C. 3rd Cycle of Education
 - D. 4th Cycle of Education
9. Which of the following are Relevant laws and regulations that are indirectly applicable to education in Ghana?
- I. The 1992 Constitution of Ghana
 - II. Public Procurement Act 2003, (Act 663)
 - III. National Pensions Act 2008, (Act 766)
- A. I and II
 - B. I, II and III
 - C. I, II, III and IV
 - D. I, II and IV
10. The Educational Act which emphasizes on the decentralization of pre-tertiary education to the District Assemblies (MMDAs) is
- A. The Ghana Education Service Act 1995, (Act 506)
 - B. The Education Act 2008 (Act 778)
 - C. The Education Act 2007 (Act 778)
 - D. The Ghana Education Service Act 1961, (Act 87)
11. The School Management Committee was established by The Ghana Education Service Act 1995, (Act 506) and
- A. The Ghana Education Service Act 2005, (Act 406)
 - B. The Education Act 2008 (Act 778)
 - C. The Education Act 2007 (Act 778)

- D. The Ghana Education Service Act 1961, (Act 87)
12. The following are Structures of District Support except
- A. Parent Teacher Associations (PTAs)
 - B. Ghana Teacher Associations (GNAT, NAGRAT, CCT, etc)
 - C. District Education Planning Team (DEPT)
 - D. District Education Oversight Committee (DEOC)
13. At the Basic level of Education, the Stakeholders include:
- I. Student/pupils
 - II. Parents/guardians
 - III. Traditional leaders/chiefs
 - IV. NGOs
 - V. District Assembly
- A. I, II, III, IV and V
 - B. I, II, III and V
 - C. I, II, IV and V
 - D. I and II
14. In an Educational Administration, when a subordinate, who is supposed to perform a delegated function in turn assigns the same duty to another person to perform, what is term used?
- A. Delegation
 - B. Assignment
 - C. Redefinition
 - D. Appointment
15. At the Education Directorate, whose performs the functions below?
- I. Ensuring the wages and salaries paid to Teachers are actually earned
 - II. Ensuring that ghost names are removed from pay rolls
 - III. Chairing the budget and procurement committees of the Directorate
- A. Accountant
 - B. Budget Officer
 - C. AD/DD Finance and Administration
 - D. Internal Auditor
16. The roles/responsibilities below are performed by
- I. Ensuring Staff welfare
 - II. Processing applications for maternity leaves
 - III. Responsible for peripatetic matters

- A. Welfare Officer
 - B. AD/DD Human Resource Management and Development
 - C. AD/DD Quality and Access
 - D. AD/DD Planning, Data collection, Research, Monitoring and Evaluation
17. Who is responsible for the roles below?
- I. Distribution of textbooks and other teaching and learning materials to schools in the
 - II. Conducting Annual Basic School Census at the Circuit centres
 - III. Collecting and Collation of figures on enrolment of pupils by sex, class and schools
- A. AD/DD Human Resource Management and Development
 - B. AD/DD Quality and Access
 - C. AD/DD Finance and Administration
 - D. AD/DD Planning, Data collection, Research, Monitoring and Evaluation
18. (a) Supervising and conducting demonstration lessons for teachers from time to time
 (b) Organising in-service training for teachers both trained and untrained
 (c) Vetting of teachers' lesson notes and scheme of work
- A. Circuit Supervisor/School Improvement Support Officer
 - B. Headteacher
 - C. AD/DD Quality and Access
 - D. Headteacher and Circuit Supervisor
19. The following are Academic records of a Basic school except
- A. Syllabuses
 - B. Pupil's Terminal Reports
 - C. Teachers' Note Book
 - D. Cumulative Record Book
20. The Challenges of the school system that inform teacher education include the following except
- A. the increasing burden of the educational system on Ghanaian children due to curricula that are dissociated from the personal and social context of children, and the inadequate preparation of teachers who are not able to connect with children and respond to their individual needs;
 - B. poor development of numeracy and literacy skills among pupils in basic education;
 - C. poor performance in the core subjects especially English, integrated science and mathematics at both
 - D. The transition of Graduates of the Complementary Basic Education into the Mainstream

21. The policies, frameworks as well as policy initiatives related to the teacher excludes:
- A. UNESCO (May 2020). Supporting teachers in back-to-school efforts: Guidance for policy-makers.
 - B. National Pensions Act 2008
 - C. The Education Strategic Plan (2018-2030)
 - D. Pre-tertiary Teacher Professional Development and Management in Ghana – Policy Framework (2018)
22. The Comprehensive National Teacher Policy for Ghana is underpinned by basic value-based principles that teachers are expected to imbibe to impact their schools and community. The community culture of Ghanaian people influenced the list of values that have been highlighted in this policy. The core values are the following except
- A. Integrity
 - B. Dignity
 - C. Continuous Self-learning
 - D. Stepping stone
23. The Sustainable Development Goal (SDG) 4 advocates for inclusive and equitable quality education and promotion of lifelong learning opportunities for all. To achieve this, targets and indicators have been set that enjoin countries to put in place, systems and policies, among others, to increase the supply of.....
- A. qualified teachers
 - B. newly posted teachers
 - C. degree teachers
 - D. basic education teachers
24. An educational reform in 2007 extended the nominal duration of senior secondary education by 1 year, creating a 4-year senior phase. This reform was reversed by the new government in
- A. 2008
 - B. 2009
 - C. 2010
 - D. 2011
25. The National Accreditation Board (NAB) falls under the Ministry of Education and is responsible for accreditation and quality assurance in higher education in Ghana. The NAB was set up by the government in
- A. 1993
 - B. 1994

- C. 1995
D. 1996
26.is defined as the knowledge, skills and practices that teachers must have in order to be effective educators.
- A. Teacher engagement
 - B. Teacher professionalism
 - C. Teacher recruitment
 - D. Teacher management
27. Salamanca Statement and Framework for Action relates to
- A. Girl-Child Education
 - B. Equality in Education
 - C. Students with special needs
 - D. Monitoring and Evaluation
28. Which of the following statements about effective classroom management is false?
Classroom management involves.....
- A. planning ahead of the first day of class
 - B. teachers having at least four rules to guide them
 - C. the difference between clam productivity and total class disorder
 - D. the same strategies but may vary in the techniques used for each class
29. Global citizenship education is a form of.....that involves students' active participation in projects that address global issues of social, political and economic development.
- A. civic education
 - B. civic learning
 - C. global awareness
 - D. global culture
30. is the integration of subject expertise and skilled teaching of that particular subject. It was first developed by Lee Shulman in 1986. Teachers must keep specific methods in mind when preparing to teach a subject.
- A. Person-oriented teaching model
 - B. Social interaction model
 - C. Personal development knowledge
 - D. Pedagogical content knowledge

31. Which of the following is not a step to plan an evaluation?
- A. Develop a conceptual model of the project and identify key evaluation points.
 - B. Create evaluation questions and define measurable outcomes.
 - C. Transform data into Information
 - D. Collect data.
32. The effects of small actions are not always obvious, but by working together specific and tangible outcomes are achieved. Global citizens' voices influence world leaders and decision makers, and
- A. contribute to shaping our world
 - B. ensure that self-centeredness is encouraged
 - C. exhaust resources of the world
 - D. contribute to individualism
33. Under the National Reading Radio Programme introduced by the Ghana Education Service and USAID which levels have received their materials so far?
- A. KG to Basic 3
 - B. Basic 1 to Basic 4
 - C. Basic 1 to Basic 3
 - D. KG to Basic 6
34. Which one of the following factors should an educator consider as the most important when evaluating a programme?
- A. The cost involved in carrying out the evaluation of the programme.
 - B. The uses of the evaluation results.
 - C. Where and when the evaluation will take place.
 - D. Who the stakeholders of the programme are.
35. Which one of the following actions would you take in order to attain a high level of consistency in scoring students' responses to assessment tasks? By.....
- A. constantly following the scoring guide as the scripts are graded.
 - B. grading responses for all items for each script before the next script
 - C. regularly referring to previously scored items when scoring new items
 - D. scoring the responses based on the knowledge of students' identity.
36. What differentiates Remedial classes from Private classes is.....
- A. Time
 - B. Money

- C. Curriculum
 - D. Grades
37. The main difference between appointment and promotion is that
- A. Appointment guarantees a raise but Promotion does not
 - B. Appointment does not guarantee a raise but Promotion does
 - C. Appointment is by merit but Promotion is mandatory
 - D. Appointment requires documents such as Certificates but Promotion requires previous promotion letters
38. SMC is in-charge of School management whereas DEOC is in-charge of
- A. the management of schools in the community
 - B. the management of schools in the district
 - C. the management of schools in the circuit
 - D. the management of schools in the country
39. Education is funded in Ghana in the following ways except
- A. Loans
 - B. Grants
 - C. Salary deductions
 - D. Scholarships
40. Which of the statements below is not a right of the Ghanaian child of school going age?
- A. The child shall have the right to freedom of expression.
 - B. Convention on the Rights of the Child focuses on children's access to healthcare and nutritious food.
 - C. All children should have the right to free primary education.
 - D. Every child should have the freedom decide whether to go to school or not

TRUE OR FALSE STATEMENTS

41. To ensure excellence in people management, the Public Service of the 21st Century must have an organisation and job classification system that creates clear pathways for the development of future leaders and contributes directly to well-managed organisations.
- A. True
 - B. False
42. The FWSC is required to develop, publish, review and update job classification standards for purposes of compensation, as required, in consultation with departments and other stakeholders.
- A. True
 - B. False

43. Sexual harassment solely related to conducts of a sexual nature that may detrimentally affect the work environment or lead to adverse job-related consequences for the victim of the harassment.
- A. True
 - B. False
44. A public servant may retire voluntarily from the service at any time after attaining the age of fifty (50) years in accordance with Article 1992 of the Constitution;
- A. True
 - B. False
45. Under the GES Act 560 of 1995, no person shall be employed as a teacher in a pre-tertiary educational institution in the public system unless he has been registered as a teacher by the Council.
- A. True
 - B. False
46. The total periods for the Kindergarten level of education as contained in the new curriculum is 50.
- A. True
 - B. False
47. The total periods for the Primary level of education as contained in the new curriculum is 45.
- A. True
 - B. False
48. The ESP 2018-2030 outlines the JHS teacher norms through a pupil teacher ratio (PTR) and pupil trained teacher ratio (PTTR) at 35:1.
- A. True
 - B. False
49. Teacher deployment at the JHS level focuses on improving the percentage of trained teachers and equitable distribution of teachers.
- A. True
 - B. False
50. At the Junior High School of Education, every Teacher is required to teach a minimum of 18 periods a work.
- A. True
 - B. False
51. The ESP 2018-2030 outlines the teacher norm at the SHS level through a pupil teacher ratio (PTR) at 25:1.
- A. True
 - B. False

52. The Special Education Department has three main units, focusing on Hearing (EHI), Visual (EVI), and Intellectual and Developmental Disabilities (IDD).
- A. True
 - B. False
53. The number of subjects for special schools are equal independent on the special needs, but rather depend on the level:
- i. Learners at the KG level must take a minimum of five subjects
 - ii. Learners at Primary and JHS must take a minimum of six subjects
- A. True
 - B. False
54. With the introduction of the Education Act of 2007, and as reflected in the ESP 2018-2030, all basic schools should have a Creche/Nursery attached, which would generate complete basic schools.
- A. True
 - B. False
55. Following the new reforms in the Education Sector, the head teacher of a complete basic school (KG to JHS) shall be on the rank of an Assistant Director I, with the Assistant on the rank of Assistant Director II as a minimum.
- A. True
 - B. False
56. Recruitment in the GES is initiated at the Metro/Municipal/District Education Directorates as well as the institutions (SHS/TVET) levels through the Regional Education Directorates for final approval from the Director-General, GES Headquarters, Accra.
- A. True
 - B. False
57. Movement of a public servant from one of the Services within the Public Service to another or from one Class of Posts to another Class of Posts within the same or different Service is referred to as Posting.
- A. True
 - B. False
58. The transfer grant is waived when the GES initiates the transfer. If the transfer is requested by the employee, the grant would be given.
- A. True
 - B. False

59. Secondment is one way of filling vacancies, albeit temporarily, especially where organisations are in dire need of specific skills which are urgently required to enable them to function optimally.
- A. True
 - B. False
60. The staff shall not seek promotion within the foster organisation and thus, the promotion prospects of the staff remain intact in the GES and the staff shall therefore be considered for promotion by the GES during the secondment.
- A. True
 - B. False
61. Under the Pre-tertiary Policy, Teacher deployment would largely be handled by the districts, and the headquarters would focus on strategic decisions and support policy making to ensure efficient teacher deployment.
- A. True
 - B. False
62. Teachers that have accepted deployment in deprived areas often stay for a limited time period, which causes challenges with high attrition rate and affects student learning.
- A. True
 - B. False
63. In GES, to be qualified for study leave with pay, the teacher must have completed three years of service. This implies that teachers are qualified in their third year of service.
- A. True
 - B. False
64. NTC has introduced a point-based Continuous Professional Development (CPD) calendar for all teachers. Teachers are required take a certain number of CPD modules depending on rank. The CPD modules have different points and teachers are required to achieve a certain number of points every year in order to renew their license.
- A. True
 - B. False
65. The challenges with teacher accommodation affect teacher absenteeism and poor punctuality. It also motivates teachers to manage time for other important things of their lives other than teaching.
- A. True
 - B. False

66. The responsibility for school infrastructure provision, including teacher accommodation, has been delegated to the District Assemblies (Act 778, 2007). District Directorates are to liaise with District Assemblies to ensure that teachers in deprived areas are properly housed.
- A. True
 - B. False
67. In a school of an overall enrolment of more girls than boys, only female Teachers should be deployed to that school to teach.
- A. True
 - B. False
68. The improved teacher deployment system, outlined in this strategy, will ensure a more responsive deployment system that is able to respond to where teachers are needed and to ensure a better geographical distribution of teachers.
- A. True
 - B. False
69. The National Pension Scheme (Part One) deals with the basic National Social Security Scheme.
- A. True
 - B. False
70. Part Two is on the establishment of a contributory three-tier pension scheme and National Pensions Regulatory Authority.
- A. True
 - B. False
71. Act 766 National Pensions Act, 2008 provides SSNIT the authority to establish the contributory three-tier pension scheme.
- A. True
 - B. False
72. Integrated Personal and Payroll Database Coordinator protects and manages salary details of all Employees including NABCO personnel under GES.
- A. True
 - B. False
73. The C.S.S.P.S module for J.H.S students excludes students with special needs.
- A. True
 - B. False
74. The central purpose of Ghana's National Literacy Acceleration Program (NALAP) is to contribute to an increase in the literacy rate for early grade primary school pupils.
- A. True
 - B. False
75. It is proposed under the ESP 2018-2030, Schools with enrolment between 51 and 80 pupils should have three teachers provided there are four classes or above.
- A. True
 - B. False