

Exhibit 6.6: Teacher Job Satisfaction

Reported by Teachers

Students were scored according to how often their teachers responded positively to the seven statements on the *Teacher Job Satisfaction* scale. Students with **Very Satisfied** teachers had a score on the scale of at least 10.1, which corresponds to their teachers responding "very often" to four of the seven statements and responding "often" to the other three, on average. Students with **Less than Satisfied** teachers had a score no higher than 6.6, which corresponds to their teachers responding "sometimes" to four of the seven statements and "often" to the other three, on average. All other students had **Satisfied** teachers.

SOURCE: IEA's Trends in International Mathematics and Science Study – TIMSS 2015

| Country | Very Satisfied | | Satisfied | | Less than Satisfied | | Average Scale Score |
|-----------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| | Percent of Students | Average Achievement | Percent of Students | Average Achievement | Percent of Students | Average Achievement | |
| Iran, Islamic Rep. of | 83 (2.3) | 430 (3.6) | 16 (2.3) | 439 (10.4) | 1 (0.3) | ~ ~ | 11.3 (0.10) |
| Qatar | 75 (3.2) | 438 (4.2) | 22 (3.1) | 442 (9.1) | 3 (1.5) | 460 (23.3) | 11.0 (0.13) |
| Oman | 74 (3.0) | 428 (3.1) | 24 (2.9) | 422 (5.3) | 2 (0.7) | ~ ~ | 10.8 (0.11) |
| United Arab Emirates | 70 (1.8) | 461 (3.4) | 27 (1.8) | 437 (5.7) | 3 (0.7) | 405 (14.9) | 10.7 (0.07) |
| Georgia | 69 (3.5) | 464 (4.4) | 31 (3.4) | 462 (7.9) | 1 (0.5) | ~ ~ | 10.7 (0.13) |
| Serbia | 66 (3.7) | 520 (4.6) | 31 (3.8) | 514 (5.3) | 3 (1.3) | 508 (11.3) | 10.6 (0.14) |
| Chile | 65 (4.3) | 468 (3.4) | 33 (4.2) | 447 (5.2) | 2 (1.3) | ~ ~ | 10.7 (0.16) |
| Kazakhstan | 64 (3.7) | 548 (5.6) | 36 (3.7) | 540 (8.2) | 0 (0.0) | ~ ~ | 10.8 (0.13) |
| Spain | 64 (3.4) | 511 (2.7) | 31 (3.3) | 496 (4.2) | 4 (1.9) | 493 (10.7) | 10.5 (0.15) |
| Indonesia | 64 (3.1) | 396 (4.8) | 35 (3.0) | 402 (6.1) | 1 (0.9) | ~ ~ | 10.5 (0.11) |
| Croatia | 64 (3.4) | 503 (2.2) | 35 (3.3) | 501 (3.5) | 1 (0.8) | ~ ~ | 10.6 (0.13) |
| South Africa (5) | 62 (3.4) | 375 (5.4) | 32 (3.3) | 382 (10.5) | 7 (1.5) | 353 (14.9) | 10.3 (0.15) |
| Ireland | 62 (4.1) | 548 (3.2) | 33 (4.0) | 547 (4.0) | 5 (1.9) | 545 (11.0) | 10.3 (0.18) |
| Saudi Arabia | 61 (3.6) | 391 (4.4) | 32 (3.7) | 380 (8.5) | 7 (1.4) | 342 (18.8) | 10.3 (0.14) |
| Kuwait | 59 (4.0) | 355 (5.6) | 33 (3.2) | 345 (6.5) | 8 (2.0) | 361 (17.3) | 10.2 (0.18) |
| Northern Ireland | r 59 (5.0) | 574 (4.3) | 37 (4.7) | 572 (6.4) | 4 (2.0) | 563 (23.8) | 10.3 (0.21) |
| Cyprus | 58 (3.4) | 527 (3.1) | 37 (3.5) | 516 (4.3) | 5 (1.4) | 534 (7.0) | 10.2 (0.13) |
| Bahrain | 58 (2.1) | 460 (2.3) | 35 (2.0) | 444 (3.7) | 7 (0.6) | 439 (4.8) | 10.2 (0.10) |
| Turkey | 56 (3.4) | 492 (4.2) | 41 (3.6) | 472 (6.2) | 3 (0.9) | 471 (18.6) | 10.3 (0.10) |
| Korea, Rep. of | 55 (3.9) | 613 (3.4) | 38 (3.9) | 602 (3.5) | 7 (1.9) | 602 (4.8) | 10.1 (0.17) |
| Morocco | 55 (3.3) | 385 (4.4) | 38 (3.1) | 368 (6.4) | 7 (1.2) | 353 (11.9) | 10.0 (0.13) |
| Canada | 55 (2.5) | 509 (3.3) | 41 (2.3) | 512 (3.5) | 5 (1.0) | 520 (7.0) | 10.2 (0.09) |
| Netherlands | r 53 (4.6) | 529 (2.4) | 40 (4.8) | 530 (2.8) | 7 (2.4) | 535 (6.1) | 9.9 (0.17) |
| Slovenia | 52 (3.9) | 520 (2.4) | 47 (3.9) | 521 (2.9) | 0 (0.2) | ~ ~ | 10.1 (0.13) |
| Australia | 52 (3.9) | 522 (4.1) | 45 (3.9) | 514 (5.8) | 3 (1.0) | 507 (9.5) | 10.2 (0.14) |
| Portugal | 51 (3.0) | 548 (3.4) | 45 (3.0) | 536 (3.6) | 4 (1.3) | 519 (11.9) | 10.1 (0.11) |
| Lithuania | 50 (4.0) | 537 (4.4) | 46 (3.9) | 532 (4.4) | 4 (1.8) | 558 (17.8) | 9.9 (0.16) |
| New Zealand | 50 (2.8) | 494 (3.8) | 43 (2.8) | 487 (3.7) | 7 (1.7) | 482 (8.5) | 9.8 (0.11) |
| Jordan | 49 (4.1) | 399 (5.6) | 39 (4.1) | 379 (6.2) | 12 (2.6) | 378 (13.5) | 9.6 (0.19) |
| Bulgaria | 48 (3.8) | 526 (7.8) | 44 (4.0) | 526 (5.8) | 8 (2.4) | 506 (15.4) | 9.8 (0.15) |
| Belgium (Flemish) | 48 (3.5) | 545 (3.6) | 47 (3.7) | 547 (2.7) | 4 (1.5) | 537 (12.1) | 9.9 (0.14) |
| Russian Federation | 48 (3.6) | 560 (4.2) | 51 (3.5) | 567 (5.8) | 1 (0.8) | ~ ~ | 9.9 (0.12) |
| United States | 47 (2.7) | 542 (3.5) | 45 (2.7) | 538 (3.5) | 7 (1.3) | 521 (8.0) | 9.9 (0.12) |
| Norway (5) | 47 (3.7) | 553 (2.6) | 49 (4.0) | 548 (4.4) | 4 (1.9) | 534 (6.1) | 9.8 (0.15) |
| Chinese Taipei | 46 (3.8) | 597 (2.7) | 48 (4.0) | 596 (3.1) | 6 (2.0) | 600 (6.3) | 9.7 (0.16) |
| Finland | 45 (3.4) | 535 (2.7) | 50 (3.4) | 535 (2.6) | 6 (1.6) | 530 (8.1) | 9.8 (0.14) |
| Slovak Republic | 44 (3.1) | 502 (4.1) | 46 (3.4) | 497 (3.7) | 10 (2.1) | 485 (10.3) | 9.7 (0.14) |
| Hungary | 42 (3.6) | 531 (5.7) | 54 (3.5) | 531 (4.1) | 4 (1.2) | 464 (27.6) | 9.6 (0.14) |
| England | 42 (4.2) | 550 (6.2) | 46 (4.0) | 547 (5.7) | 12 (2.8) | 532 (9.2) | 9.5 (0.20) |
| Italy | 41 (3.5) | 502 (4.3) | 48 (3.4) | 512 (3.8) | 10 (2.1) | 503 (6.3) | 9.5 (0.14) |
| Germany | 41 (3.6) | 522 (3.1) | 55 (3.8) | 522 (3.1) | 4 (1.4) | 498 (17.3) | 9.8 (0.14) |
| Singapore | 37 (2.7) | 625 (6.3) | 53 (2.8) | 612 (5.3) | 11 (1.7) | 620 (8.9) | 9.3 (0.13) |
| Czech Republic | 36 (3.5) | 530 (3.5) | 51 (3.4) | 528 (3.0) | 13 (2.2) | 523 (7.6) | 9.2 (0.15) |
| Sweden | 36 (4.5) | 524 (4.0) | 61 (4.5) | 517 (4.1) | 4 (1.4) | 499 (14.2) | 9.5 (0.17) |
| Poland | 35 (3.5) | 538 (3.7) | 55 (3.9) | 532 (3.3) | 11 (2.5) | 538 (6.6) | 9.1 (0.15) |
| Denmark | 34 (3.8) | 537 (4.6) | 54 (4.1) | 535 (4.1) | 12 (3.0) | 553 (10.0) | 9.1 (0.17) |
| Hong Kong SAR | 33 (4.3) | 620 (5.9) | 59 (4.8) | 613 (3.7) | 9 (2.5) | 605 (16.0) | 9.0 (0.19) |
| France | 30 (3.5) | 492 (5.3) | 58 (3.7) | 491 (3.5) | 12 (2.5) | 470 (7.1) | 8.9 (0.14) |
| Japan | 23 (3.0) | 593 (3.8) | 59 (3.2) | 594 (2.4) | 18 (2.8) | 588 (3.2) | 8.6 (0.15) |
| International Avg. | 52 (0.5) | 508 (0.6) | 42 (0.5) | 503 (0.8) | 6 (0.2) | 501 (2.0) | |

This TIMSS questionnaire scale was established in 2015 based on the combined response distribution of all countries that participated in TIMSS 2015. To provide a point of reference for country comparisons, the scale centerpoint of 10 was located at the mean of the combined distribution. The units of the scale were chosen so that 2 scale score points corresponded to the standard deviation of the distribution.

() Standard errors appear in parentheses. Because of rounding some results may appear inconsistent.

A tilde (~) indicates insufficient data to report achievement.

An "r" indicates data are available for at least 70% but less than 85% of the students. An "x" indicates that data are available for less than 50% of students.

Exhibit 6.6: Teacher Job Satisfaction (Continued)

| Country | Very Satisfied | | Satisfied | | Less than Satisfied | | Average Scale Score |
|----------------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| | Percent of Students | Average Achievement | Percent of Students | Average Achievement | Percent of Students | Average Achievement | |
| Benchmarking Participants | | | | | | | |
| Abu Dhabi, UAE | 67 (3.7) | 432 (7.0) | 29 (3.7) | 396 (10.3) | 4 (1.4) | 352 (14.9) | 10.5 (0.14) |
| Dubai, UAE | 67 (2.1) | 518 (2.7) | 29 (2.2) | 500 (5.9) | 4 (1.0) | 467 (25.7) | 10.6 (0.07) |
| Ontario, Canada | 55 (3.3) | 512 (3.0) | 39 (3.0) | 514 (3.9) | 7 (1.7) | 523 (8.2) | 10.1 (0.13) |
| Florida, US | 52 (6.1) | 558 (6.1) | 37 (5.1) | 541 (8.8) | 11 (3.4) | 515 (15.8) | 9.8 (0.27) |
| Quebec, Canada | 49 (4.9) | 538 (5.5) | 47 (4.8) | 533 (5.6) | 3 (1.8) | 539 (13.1) | 10.1 (0.20) |
| Norway (4) | 46 (3.8) | 498 (3.1) | 47 (3.7) | 493 (3.9) | 6 (2.0) | 489 (7.8) | 9.7 (0.16) |
| Buenos Aires, Argentina | x x | x x | x x | x x | x x | x x | x x |

SOURCE: IEA's Trends in International Mathematics and Science Study – TIMSS 2015

