

Exhibit 6.5: Teacher Job Satisfaction

Teachers who are satisfied with their profession and the working conditions at their school are more motivated to teach and prepare their instruction. Satisfied teachers also may be more likely to remain in the classroom. Exhibit 6.5 presents the results of the *Teacher Job Satisfaction* scale (see the exhibit for details about the scale). Across the PIRLS 2016 countries, almost all students were taught reading by teachers who were **Very Satisfied** (57%) or **Somewhat Satisfied** (37%) with their profession, with only 6 percent taught by **Less than Satisfied** teachers. Average reading achievement was similar between students whose teachers were **Very Satisfied** or **Somewhat Satisfied** (513 vs. 508). For the 6 percent with the least satisfied teachers, achievement appears somewhat higher although the percentages are very small in most countries.

Exhibit 6.5: Teacher Job Satisfaction*Students Categorized by Teachers' Reports*

Students were scored according to how often their teachers responded positively to the five statements on the *Teacher Job Satisfaction* scale. Students with **Very Satisfied** teachers had a score on the scale of at least 10.2, which corresponds to their teachers responding "very often" to three of the five statements and responding "often" to the other two, on average. Students with **Less than Satisfied** teachers had a score no higher than 6.2, which corresponds to their teachers responding "sometimes" to three of the five statements and "often" to the other two, on average. All other students had **Somewhat Satisfied** teachers.

Country	Very Satisfied		Somewhat 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	88 (2.3)	428 (4.1)	10 (2.2)	427 (14.7)	2 (0.9)	~ ~	11.2 (0.08)
Saudi Arabia	87 (2.3)	436 (4.8)	11 (2.4)	391 (10.2)	2 (1.1)	~ ~	11.3 (0.08)
Oman	86 (2.0)	419 (3.5)	14 (2.0)	415 (10.4)	0 (0.4)	~ ~	11.3 (0.07)
Chile	84 (3.3)	497 (3.4)	16 (3.3)	497 (10.2)	0 (0.0)	~ ~	11.3 (0.11)
Kuwait	82 (4.6)	390 (5.4)	16 (4.5)	408 (13.7)	2 (1.1)	~ ~	11.1 (0.13)
Qatar	82 (1.9)	440 (2.3)	17 (2.0)	453 (10.9)	1 (0.6)	~ ~	11.1 (0.07)
Egypt	81 (3.0)	329 (6.7)	18 (3.1)	335 (15.2)	0 (0.4)	~ ~	11.1 (0.09)
United Arab Emirates	79 (2.0)	450 (3.8)	19 (2.0)	464 (7.3)	2 (0.6)	~ ~	11.0 (0.07)
Azerbaijan	79 (3.0)	475 (4.8)	21 (3.0)	464 (9.2)	0 (0.4)	~ ~	10.9 (0.09)
Bahrain	75 (3.2)	448 (2.9)	24 (3.1)	442 (6.7)	1 (0.8)	~ ~	10.9 (0.12)
Spain	73 (3.0)	529 (2.4)	25 (3.1)	524 (3.4)	2 (0.9)	~ ~	10.7 (0.08)
Morocco	73 (3.1)	367 (4.9)	24 (3.3)	333 (7.9)	3 (0.9)	339 (15.7)	10.7 (0.10)
Israel	72 (3.7)	527 (3.9)	25 (3.6)	543 (8.7)	3 (1.3)	496 (46.4)	10.7 (0.14)
Georgia	72 (3.1)	492 (3.4)	28 (3.1)	484 (5.4)	0 (0.3)	~ ~	10.8 (0.09)
Kazakhstan	68 (3.1)	538 (3.1)	31 (3.2)	532 (4.8)	1 (1.0)	~ ~	10.7 (0.10)
South Africa	65 (3.3)	325 (6.1)	28 (3.7)	297 (7.9)	7 (2.1)	376 (20.4)	10.2 (0.13)
Malta	64 (0.1)	458 (2.2)	31 (0.1)	441 (2.9)	5 (0.1)	453 (6.5)	10.3 (0.00)
Northern Ireland	62 (4.7)	564 (3.4)	31 (4.2)	567 (4.0)	7 (2.5)	548 (9.0)	10.2 (0.20)
Ireland	60 (3.6)	570 (3.8)	36 (3.5)	561 (3.9)	4 (1.3)	561 (8.9)	10.1 (0.16)
Austria	59 (3.9)	542 (2.8)	40 (3.8)	540 (3.7)	1 (0.6)	~ ~	10.3 (0.13)
Australia	58 (3.6)	546 (3.6)	39 (3.6)	545 (4.3)	2 (0.8)	~ ~	10.3 (0.13)
Italy	58 (3.4)	549 (3.1)	38 (3.4)	547 (3.8)	3 (1.6)	559 (11.2)	10.2 (0.13)
United States	57 (4.1)	554 (3.8)	37 (3.9)	547 (5.8)	6 (1.8)	522 (9.2)	10.1 (0.15)
New Zealand	57 (2.6)	531 (3.0)	40 (2.6)	521 (4.4)	4 (1.0)	527 (15.8)	10.1 (0.11)
Canada	56 (2.4)	542 (2.4)	40 (2.3)	545 (2.6)	4 (1.0)	542 (8.4)	10.2 (0.09)
Belgium (Flemish)	53 (3.5)	526 (2.9)	44 (3.3)	524 (2.8)	3 (1.2)	532 (13.9)	10.0 (0.13)
Trinidad and Tobago	52 (3.9)	485 (5.7)	37 (4.0)	472 (6.1)	11 (2.7)	481 (15.2)	9.7 (0.17)
England	51 (3.7)	558 (3.4)	42 (3.8)	559 (2.8)	7 (2.0)	563 (7.1)	9.8 (0.14)
Belgium (French)	51 (3.3)	503 (3.5)	40 (3.4)	494 (4.3)	9 (2.3)	484 (10.2)	9.6 (0.16)
Portugal	49 (3.7)	531 (2.8)	41 (3.8)	526 (4.9)	10 (2.1)	523 (4.2)	9.4 (0.14)
Hungary	48 (3.9)	556 (4.7)	49 (3.6)	553 (4.5)	3 (1.6)	537 (13.0)	9.6 (0.16)
Chinese Taipei	47 (3.8)	558 (3.0)	40 (3.7)	558 (3.0)	12 (2.3)	563 (4.9)	9.4 (0.17)
Russian Federation	47 (3.4)	582 (3.5)	52 (3.4)	579 (3.7)	2 (0.9)	~ ~	9.7 (0.12)
Macao SAR	45 (0.1)	553 (1.5)	46 (0.1)	537 (1.6)	9 (0.1)	551 (3.3)	9.4 (0.00)
Slovak Republic	45 (3.7)	534 (4.6)	45 (3.7)	536 (4.6)	11 (2.5)	531 (11.3)	9.4 (0.15)
Netherlands	44 (4.0)	542 (3.3)	53 (4.0)	549 (2.2)	3 (1.1)	528 (11.9)	9.7 (0.13)
Latvia	44 (3.6)	564 (2.2)	54 (3.7)	554 (2.7)	2 (1.1)	~ ~	9.7 (0.13)
Poland	43 (4.1)	563 (3.8)	44 (3.7)	566 (2.9)	12 (2.9)	564 (6.0)	9.4 (0.20)
Denmark	43 (3.6)	548 (3.5)	45 (3.9)	546 (3.3)	11 (2.5)	551 (5.1)	9.3 (0.15)
Norway (5)	42 (4.1)	560 (3.3)	53 (3.9)	560 (2.6)	4 (1.2)	544 (19.4)	9.6 (0.15)
Lithuania	42 (3.7)	555 (3.7)	51 (4.1)	546 (4.1)	7 (2.1)	527 (17.4)	9.7 (0.13)
Sweden	41 (4.3)	554 (4.0)	52 (4.6)	557 (3.3)	6 (2.1)	549 (9.4)	9.5 (0.16)
Finland	41 (3.5)	565 (2.6)	49 (3.2)	567 (2.6)	11 (1.8)	568 (4.4)	9.4 (0.15)
Bulgaria	40 (3.8)	557 (6.2)	52 (3.6)	548 (6.5)	8 (2.2)	543 (12.4)	9.3 (0.16)
Singapore	40 (2.4)	576 (6.2)	46 (2.7)	573 (4.5)	14 (1.9)	587 (6.6)	9.3 (0.12)
Slovenia	38 (3.4)	544 (2.4)	53 (3.4)	539 (2.9)	9 (2.0)	550 (8.6)	9.4 (0.15)
Germany	38 (3.6)	544 (4.8)	53 (4.0)	533 (5.4)	10 (2.3)	524 (10.0)	9.2 (0.14)
Hong Kong SAR	34 (4.2)	568 (5.9)	47 (4.2)	572 (3.5)	19 (2.9)	561 (6.4)	8.8 (0.20)
Czech Republic	33 (3.8)	545 (3.1)	53 (3.8)	543 (2.8)	13 (2.3)	540 (8.4)	8.9 (0.17)
France	26 (2.8)	513 (4.4)	62 (3.3)	511 (2.8)	12 (2.2)	506 (6.6)	8.7 (0.12)
International Avg.	57 (0.5)	513 (0.6)	37 (0.5)	508 (0.9)	6 (0.2)	525 (2.3)	

SOURCE: IEA's Progress in International Reading Literacy Study – PIRLS 2016

This PIRLS questionnaire scale was established in 2016 based on the combined response distribution of all countries that participated in PIRLS 2016. 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. International average achievement for the "Less than Satisfied" category does not include achievement for many lower performing countries.

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

Exhibit 6.5: Teacher Job Satisfaction (Continued)

Country	Very Satisfied		Somewhat Satisfied		Less than Satisfied		Average Scale Score
	Percent of Students	Average Achievement	Percent of Students	Average Achievement	Percent of Students	Average Achievement	
Benchmarking Participants							
Buenos Aires, Argentina	82 (3.0)	480 (3.4)	17 (2.9)	478 (9.8)	1 (0.7)	~ ~	11.1 (0.09)
Madrid, Spain	81 (3.1)	551 (2.3)	17 (3.0)	542 (4.4)	2 (1.1)	~ ~	11.0 (0.12)
Andalusia, Spain	75 (3.9)	525 (2.7)	23 (3.8)	525 (3.6)	2 (1.2)	~ ~	10.9 (0.13)
Dubai, UAE	75 (2.2)	516 (2.7)	22 (2.2)	519 (6.4)	2 (0.4)	~ ~	10.9 (0.07)
Abu Dhabi, UAE	75 (3.8)	411 (6.0)	22 (3.7)	430 (13.8)	3 (1.5)	438 (27.4)	10.8 (0.15)
Norway (4)	56 (3.8)	518 (2.8)	41 (3.8)	517 (3.1)	3 (1.1)	492 (12.8)	10.1 (0.14)
Eng/Afr/Zulu - RSA (5)	56 (5.7)	401 (8.7)	41 (5.8)	433 (10.7)	4 (2.0)	436 (46.5)	10.1 (0.21)
Moscow City, Russian Fed.	55 (3.8)	611 (2.9)	43 (3.9)	613 (3.3)	2 (1.2)	~ ~	10.1 (0.13)
Ontario, Canada	54 (4.3)	546 (3.8)	42 (4.5)	542 (4.9)	5 (2.0)	545 (12.1)	10.1 (0.15)
Quebec, Canada	52 (4.9)	544 (4.3)	45 (5.1)	551 (3.4)	3 (1.2)	540 (7.4)	10.1 (0.16)
Denmark (3)	43 (3.9)	500 (4.3)	51 (4.0)	504 (3.9)	6 (1.9)	490 (9.6)	9.5 (0.16)

SOURCE: IEA's Progress in International Reading Literacy Study – PIRLS 2016

