

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)	419 (4.7)	16 (2.3)	430 (9.7)	1 (0.3)	~ ~	11.3 (0.10)
Qatar	75 (2.9)	438 (4.7)	23 (2.8)	427 (10.7)	2 (1.2)	~ ~	11.1 (0.11)
Oman	73 (2.7)	431 (4.1)	24 (2.5)	436 (6.7)	3 (1.1)	405 (14.1)	10.7 (0.10)
Georgia	69 (3.4)	454 (4.7)	31 (3.3)	445 (7.1)	0 (0.4)	~ ~	10.7 (0.12)
United Arab Emirates	67 (1.9)	460 (3.9)	29 (1.8)	441 (6.3)	5 (0.8)	415 (15.6)	10.6 (0.07)
Chile	67 (4.2)	483 (4.1)	31 (4.0)	473 (5.3)	2 (1.2)	~ ~	10.7 (0.15)
Serbia	66 (3.7)	526 (4.7)	31 (3.8)	521 (5.0)	3 (1.3)	523 (14.6)	10.6 (0.14)
Kazakhstan	64 (3.7)	553 (5.6)	36 (3.7)	546 (8.3)	0 (0.0)	~ ~	10.8 (0.13)
Croatia	64 (3.4)	534 (2.6)	35 (3.3)	532 (3.3)	1 (0.8)	~ ~	10.6 (0.13)
Kuwait	62 (3.3)	341 (9.0)	32 (3.2)	340 (7.6)	6 (1.4)	304 (14.9)	10.3 (0.13)
Ireland	62 (4.1)	530 (3.3)	33 (4.0)	528 (4.5)	5 (1.9)	515 (12.2)	10.3 (0.18)
Bahrain	61 (1.7)	463 (3.1)	34 (1.7)	453 (4.7)	5 (0.2)	455 (6.6)	10.3 (0.08)
Spain	60 (3.5)	524 (3.1)	35 (3.5)	513 (4.1)	5 (2.0)	500 (7.6)	10.3 (0.14)
Indonesia	60 (3.3)	397 (6.6)	38 (3.2)	396 (7.4)	2 (1.0)	~ ~	10.4 (0.12)
Northern Ireland	59 (4.9)	522 (3.3)	37 (4.7)	520 (4.6)	4 (2.1)	514 (21.2)	10.3 (0.21)
Morocco	56 (2.8)	361 (6.3)	39 (2.9)	342 (7.8)	5 (0.9)	341 (31.0)	10.1 (0.10)
Korea, Rep. of	56 (4.1)	592 (2.7)	38 (3.9)	586 (3.1)	6 (1.9)	585 (5.1)	10.2 (0.18)
Turkey	56 (3.4)	491 (4.1)	41 (3.6)	473 (6.2)	3 (0.9)	472 (16.3)	10.3 (0.10)
Saudi Arabia	55 (3.4)	403 (5.8)	41 (3.3)	374 (8.5)	4 (1.2)	375 (38.8)	10.2 (0.13)
Canada	54 (2.7)	524 (3.8)	41 (2.5)	524 (3.6)	5 (1.1)	537 (5.9)	10.1 (0.10)
Australia	54 (3.4)	526 (4.8)	43 (3.3)	525 (3.5)	3 (0.9)	508 (10.7)	10.3 (0.12)
Netherlands	53 (4.6)	517 (3.9)	40 (4.8)	518 (3.6)	7 (2.4)	516 (10.6)	9.9 (0.17)
Slovenia	52 (3.9)	544 (3.0)	47 (3.9)	543 (3.5)	0 (0.2)	~ ~	10.1 (0.13)
Portugal	51 (3.0)	513 (2.5)	45 (3.0)	504 (3.5)	4 (1.3)	489 (9.4)	10.1 (0.11)
New Zealand	50 (2.9)	511 (4.1)	43 (2.8)	501 (3.5)	7 (1.6)	499 (8.6)	9.8 (0.11)
Lithuania	50 (4.0)	530 (4.2)	46 (3.9)	525 (4.1)	4 (1.8)	543 (16.2)	10.0 (0.16)
Chinese Taipei	49 (3.7)	557 (2.9)	41 (3.8)	555 (2.7)	10 (2.3)	549 (6.2)	9.8 (0.16)
Belgium (Flemish)	48 (3.5)	511 (3.9)	47 (3.7)	513 (3.0)	4 (1.5)	502 (11.3)	9.9 (0.14)
Norway (5)	48 (3.5)	540 (3.3)	47 (3.5)	538 (3.5)	5 (1.6)	536 (5.6)	9.9 (0.15)
Bulgaria	48 (3.8)	535 (9.4)	44 (4.1)	541 (7.1)	8 (2.5)	513 (19.3)	9.7 (0.16)
United States	47 (2.5)	549 (4.0)	44 (2.4)	545 (3.4)	9 (1.7)	536 (7.8)	9.8 (0.13)
Russian Federation	47 (3.6)	564 (3.9)	52 (3.4)	570 (4.9)	1 (0.6)	~ ~	9.9 (0.12)
Slovak Republic	47 (3.1)	523 (4.3)	41 (3.3)	520 (4.8)	13 (2.3)	510 (8.6)	9.7 (0.14)
Italy	45 (4.0)	514 (4.2)	46 (3.8)	521 (3.6)	9 (2.0)	508 (6.9)	9.6 (0.16)
Cyprus	45 (5.1)	484 (4.5)	45 (4.6)	476 (4.0)	10 (3.0)	490 (5.9)	9.6 (0.21)
Finland	44 (3.3)	555 (3.5)	51 (3.3)	554 (2.7)	5 (1.5)	548 (9.2)	9.8 (0.13)
Hungary	43 (3.8)	543 (5.5)	54 (3.8)	543 (4.9)	3 (0.6)	514 (42.5)	9.7 (0.13)
England	43 (4.0)	539 (4.6)	43 (3.6)	537 (4.8)	13 (2.8)	528 (6.3)	9.4 (0.19)
Germany	43 (3.8)	530 (3.8)	52 (3.9)	525 (3.7)	4 (1.5)	532 (9.7)	9.9 (0.15)
Denmark	37 (3.4)	528 (3.5)	48 (3.7)	524 (3.7)	14 (2.9)	532 (8.5)	9.1 (0.16)
Czech Republic	37 (3.6)	536 (3.1)	52 (3.3)	535 (3.1)	11 (2.4)	527 (7.1)	9.3 (0.16)
Sweden	37 (4.2)	545 (5.2)	59 (4.2)	538 (4.7)	4 (1.4)	528 (16.1)	9.5 (0.16)
Singapore	35 (2.5)	596 (6.4)	53 (2.6)	585 (5.2)	12 (1.7)	600 (9.0)	9.2 (0.12)
Hong Kong SAR	33 (4.1)	570 (7.0)	53 (4.3)	552 (4.6)	14 (3.2)	542 (6.8)	8.9 (0.20)
France	30 (3.5)	492 (4.5)	56 (3.5)	489 (3.3)	14 (2.7)	475 (6.9)	8.9 (0.15)
Poland	28 (3.9)	549 (4.3)	62 (4.2)	546 (3.3)	10 (2.6)	549 (7.7)	9.0 (0.16)
Japan	27 (3.8)	569 (3.1)	58 (4.0)	571 (2.2)	15 (2.8)	562 (3.9)	8.9 (0.16)
International Avg.	52 (0.5)	509 (0.7)	42 (0.5)	504 (0.8)	6 (0.3)	502 (2.4)	

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.

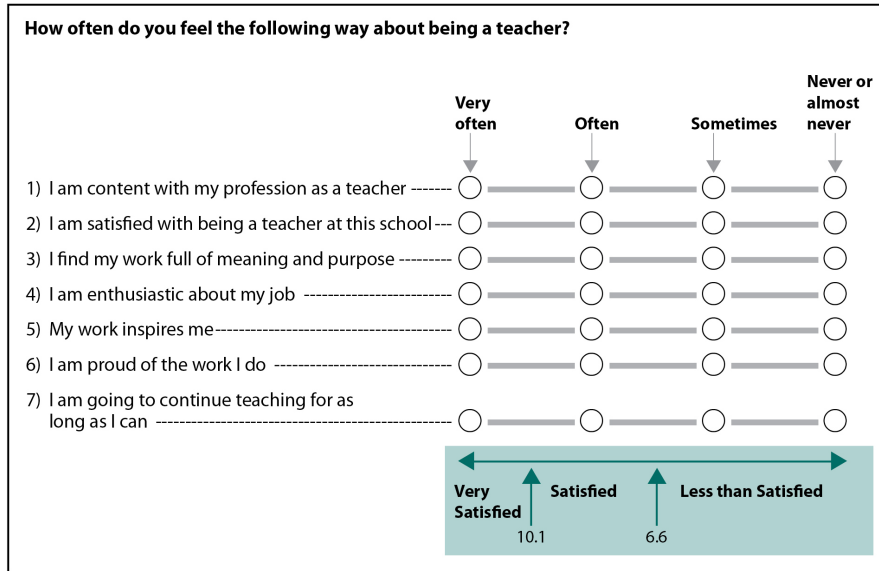
() Standard errors appear in parentheses. Because of rounding some results may appear inconsistent.

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 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							
Dubai, UAE	64 (2.0)	524 (2.5)	32 (2.1)	502 (5.1)	3 (0.9)	503 (15.0)	10.5 (0.07)
Abu Dhabi, UAE	61 (4.3)	419 (9.2)	32 (4.2)	414 (15.2)	6 (1.7)	370 (27.5)	10.3 (0.17)
Quebec, Canada	54 (4.7)	526 (5.7)	42 (4.8)	521 (5.8)	4 (2.1)	531 (9.9)	10.1 (0.17)
Ontario, Canada	53 (3.5)	529 (3.2)	41 (3.2)	533 (4.5)	6 (1.6)	541 (8.1)	10.1 (0.13)
Norway (4)	49 (4.3)	499 (2.8)	43 (4.2)	488 (4.0)	8 (2.8)	484 (6.2)	9.8 (0.20)
Florida, US	45 (5.4)	561 (6.9)	45 (5.5)	549 (7.4)	10 (3.3)	516 (15.5)	9.6 (0.22)
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