The survey

The scale is

0: Not true at all

1: Minimally true

2: Somewhat true

3: Mostly true

4: Very true

The current career advancement system

1. The current career advancement system motivates me to stay in the teaching profession.
2. The current career advancement system consists of reliable evaluation criteria for promotion from one job position to another.
3. The Ministry of Education and Higher Education provided me with at least one introductory session on the current career progression system.
4. The current career advancement system provides suitable financial incentives for me as a teacher.
5. The current career advancement system provides fair career promotion opportunities for me as a teacher.
6. Others wish to join the teaching profession due to the current career advancement system.
7. There are sufficient and diverse career paths in the current career advancement system.
8. I feel that the Ministry of Education and Higher Education's current organizational structure contributes to creating career advancement opportunities.

Professional development offered for career advancement

1. The school where I work offers professional development programs that develop my teaching skills.
2. Official professional development programs through the Ministry of Education contribute positively to developing my teaching skills.
3. My professional relationships with educators inside and outside my school contributed to developing my teaching skills.
4. My contribution to the official professional development programs through the Ministry of Education and Higher Education was positively reflected in my career advancement from one job position to another (from a teacher to a coordinator, an academic deputy, a principal, a position in the headquarter of the ministry).
5. My contribution to the professional development programs in my school was positively reflected in my career advancement from one job position to another (from a teacher to a coordinator, an academic deputy, a principal, and a position in the headquarter of the ministry).

6. My professional relationships with educators in my school and outside it contributed to my career advancement from one job position to another (from a teacher to a coordinator, an academic deputy, a principal, and a position in the headquarter of the ministry).

Professional competencies enhanced for career advancement.

1. The school and the Ministry of Education provide opportunities to develop the competencies I need to advance my career and work in higher career positions.
2. The school and Ministry of Education provide me with a personal career development plan to understand better my potential to work in higher positions and the competencies I need to invest in the prospective new job position.
3. The school and the ministry provide tasks that develop my competencies for future job opportunities.
4. Those responsible for me in the school and the ministry ensure that I develop the competencies I need in my current and prospective job.
5. All the information I need about job opportunities in the ministry and the necessary competencies is always available through the school and the Ministry of Education.
6. The school and ministry provide me with the time and resources to develop my competencies.
7. The school and the Ministry of Education provide me with opportunities to apply for jobs available in the school or ministry with a higher career level, such as coordinator, deputy principal, director, supervisor, curriculum specialist, and others.
8. The school and Ministry of Education provide training to help me plan my career.

Obtaining a professional license for career advancement

1. Obtaining a professional license provides better opportunities for career advancement.
2. Those who obtain the professional license shall be functionally ahead of those who did not.
3. Those who obtained the higher professional license shall be ahead of those who obtained the lower professional license.
4. I plan to obtain a professional license to increase my chances of getting a leadership position in or outside the school.
5. There is no value in obtaining a professional license as a condition for career advancement.

Career advancement standards

1. The standards for career advancement in the Ministry of Education and Higher Education are accurate and precise.
2. The standards for career advancement in the Ministry of Education and Higher Education are announced and known to all.
3. The standards for career advancement in the Ministry of Education and Higher Education are consistent with the rapid development in the teaching profession.
4. The professional license and the educational qualification are the two most necessary standards for career advancement in the Ministry of Education and Higher Education.
5. There is a need for more sophisticated, accurate, and comprehensive standards for career advancement.

Job satisfaction

1. I am satisfied with the success I have achieved in my career.
2. I am satisfied with my progress toward my overall career goals.
3. I am satisfied with the progress I have made toward meeting my goals for income.
4. I am satisfied with my progress toward meeting my goals for advancement.
5. I am satisfied with my progress toward meeting my goals for developing new skills.

Career retention

1. If I could go into a profession other than teaching, which paid the same, I would probably take it.
2. I definitely want a career for myself in the teaching profession.
3. If I could do it again, I would not choose to work as a teacher.
4. If I had all the money I needed without working, I would probably continue to work as a teacher.
5. I like this teaching profession too well to give it up.
6. This is the ideal profession for a life's work.
7. I am disappointed that I have ever entered the teaching profession.