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# Exploring Teachers Understanding Motivation among Teachers in the Philippines

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# Outline



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4

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What do we  
recommend?

# Background

## BACKGROUND

We want to understand what motivates our teachers to **become teachers**, **remain as teachers**

Our teachers are important for ensuring **quality education outcomes**



We want to influence and enhance policies & programs **to attract & retain quality, motivated teachers**

We want to create better futures for **basic education learners**



# METHODOLOGY



## INTERVIEWS

- 18 teachers
- Luzon, Visayas, Mindanao
- Public, private
- Different grade levels, subjects, contexts including Madrasah, Multigrade, ALS
- Teaching between 1 to 30 + years

qualtrics.<sup>XM</sup>

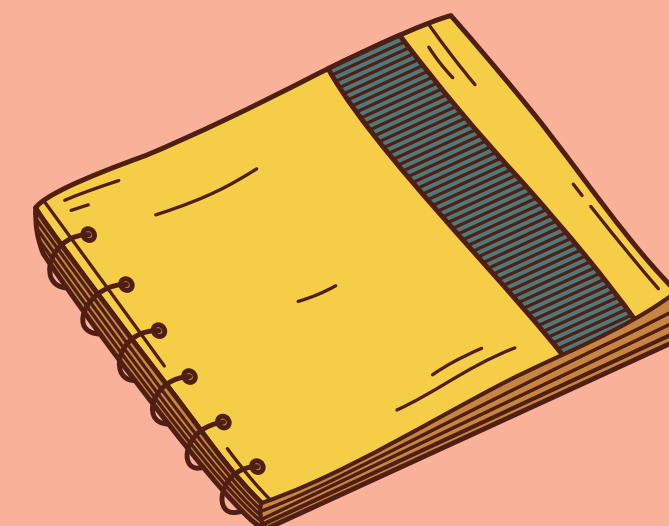
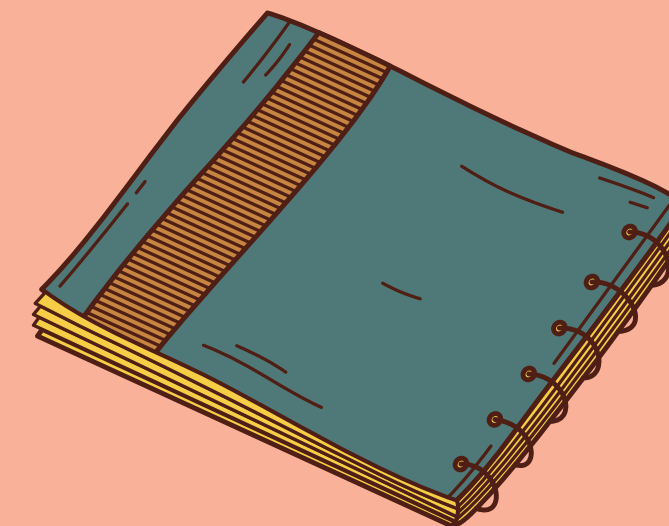
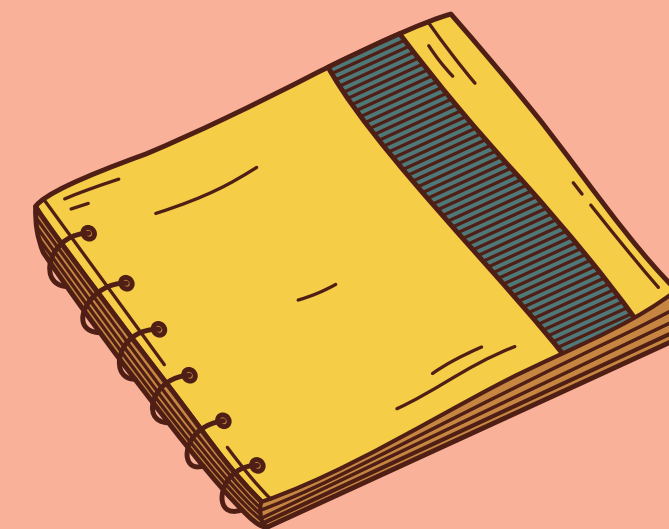
## ONLINE SURVEY

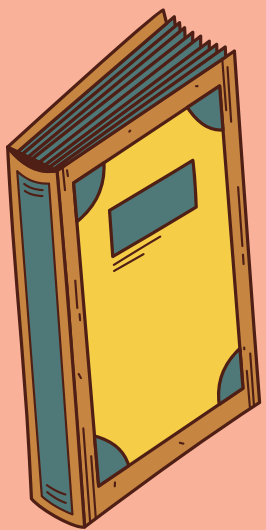
- 1,000 + public school teachers
- 65 schools
- 14 LuzVIMin regions



## SECONDARY DATA ANALYSIS

- Literature review
- Policy review

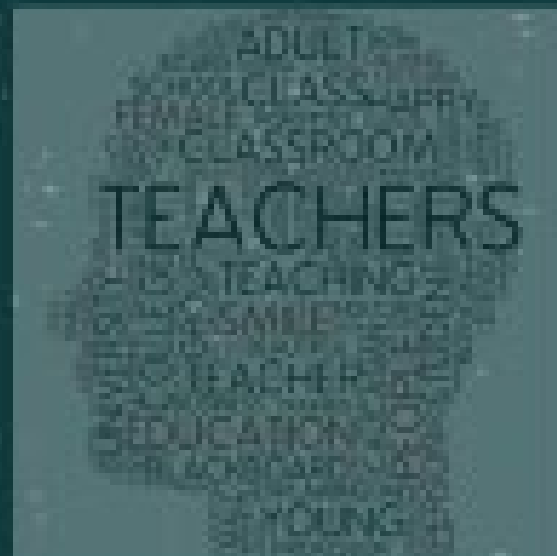




# Research Highlig



# RESEARCH HIGHLIGHTS



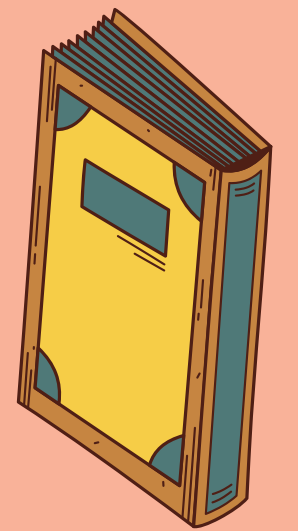
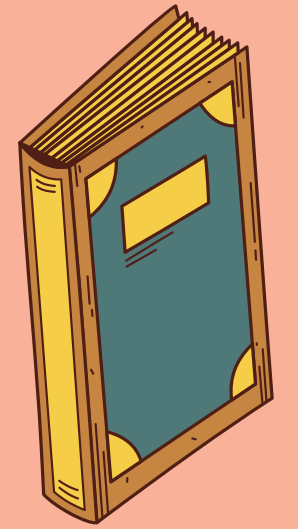
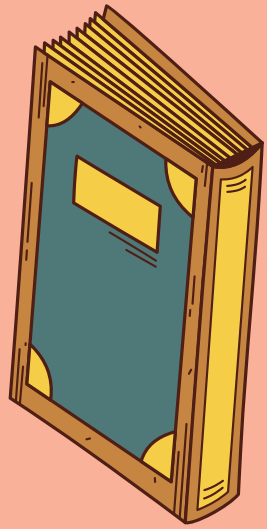
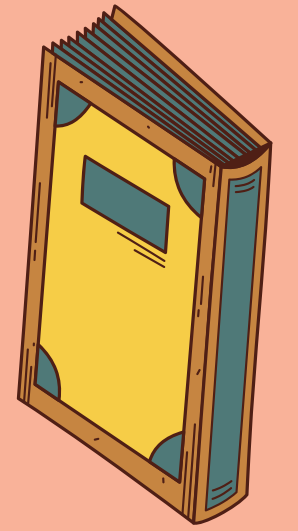
## TEACHERS' PROFILES

Fast facts

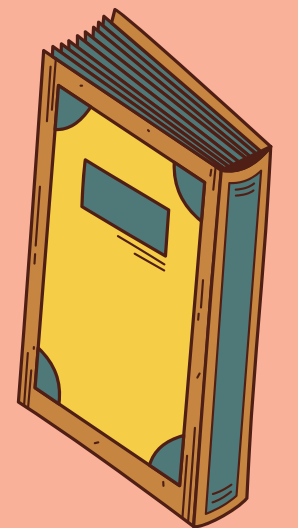
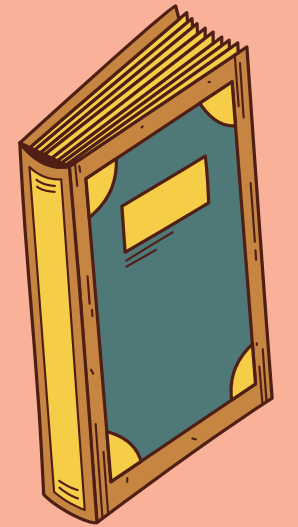
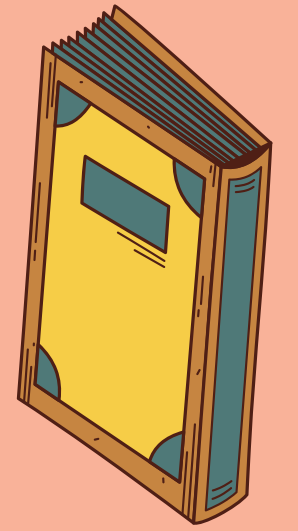


## TEACHERS' MOTIVATIONS

Why do teachers join?  
Why do teachers stay?  
What could make teachers leave?







# FAST FACTS: PROFILE OF TEACHER-RESPONDENTS



4 of every 5  
teachers are female



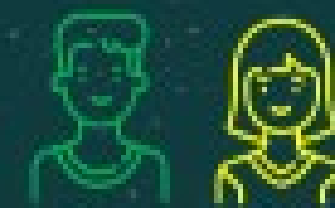
Usually aged 25  
On average, 37 years



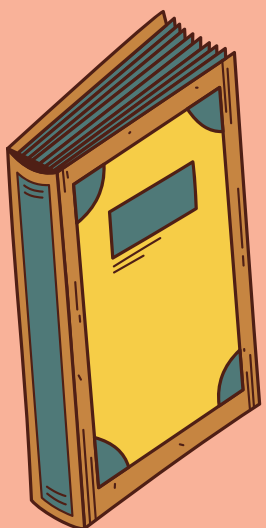
N=1,140



3 of every five  
are married



65% have children  
Most have 2 children  
On average, children are teens (14)  
Most children are aged 10



# FAST FACTS: PROFILE OF TEACHER-RESPONDENTS



76% are Education graduates  
24% came from other courses (e.g. healthcare, social science, IT, engineering, etc.)



95% hold teaching licenses  
4% hold other licenses (e.g. RN, CPA, midwife, chemist, etc)



65% either completed or have some MA units  
34% completed college



77% were originally teachers  
Others shifted careers (e.g. from BPOs, factories, banks, hospitals, etc)





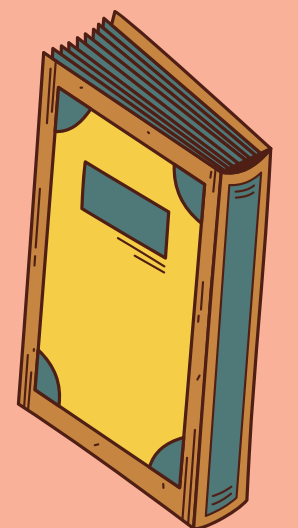
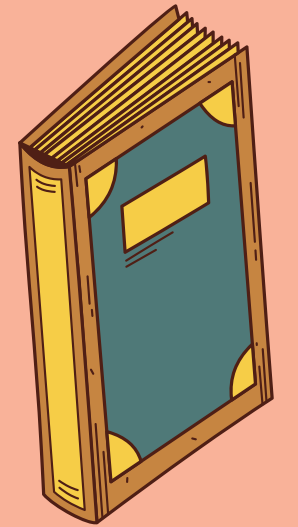
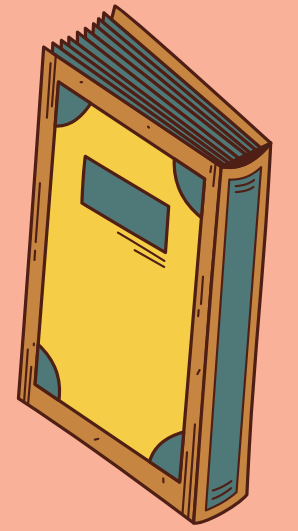
# UNDERSTANDING TEACHERS' MOTIVATIONS

**What motivates teachers in the Philippines?**

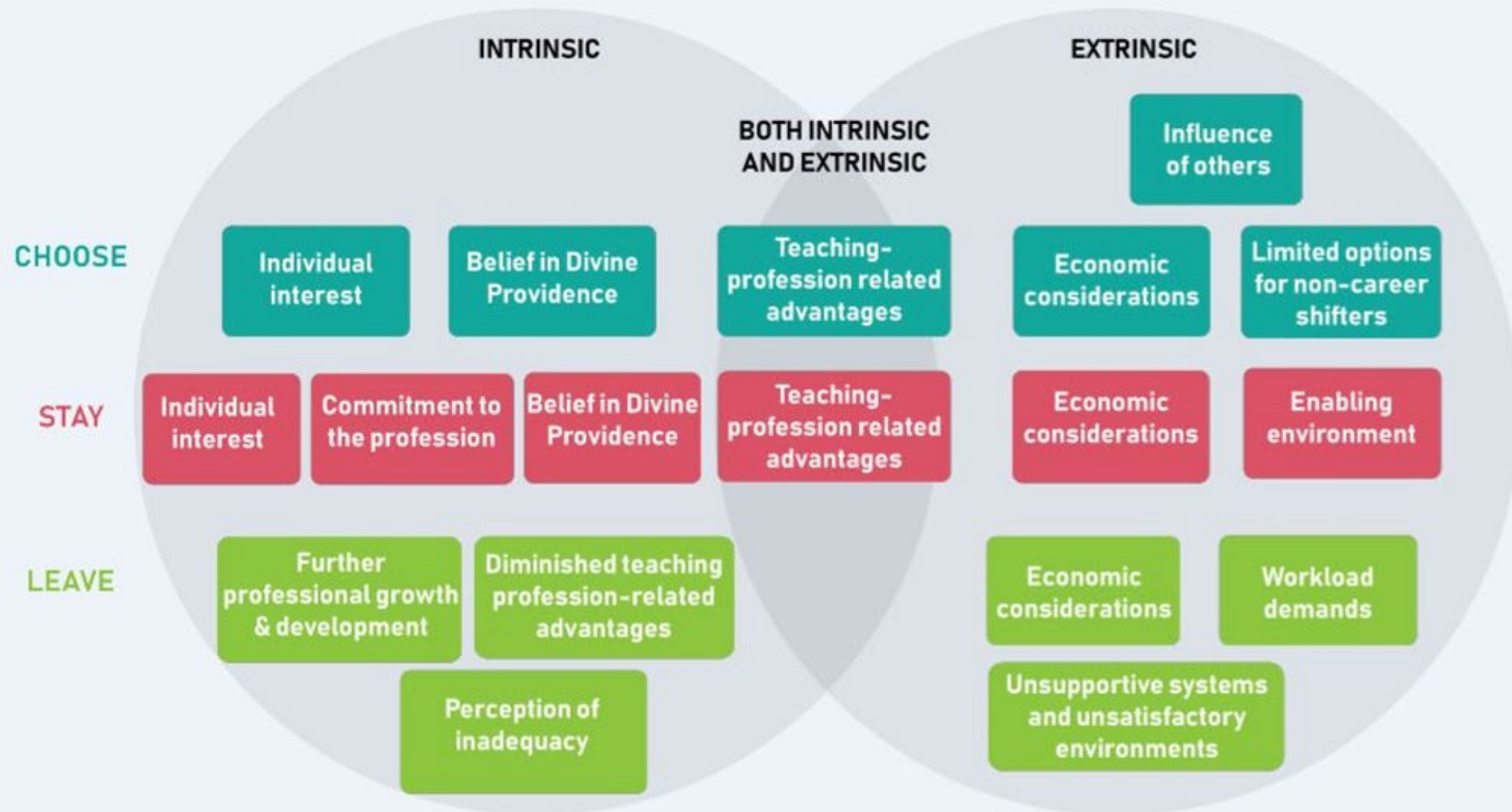


Why did teachers choose to teach?  
Why do teachers keep on teaching?

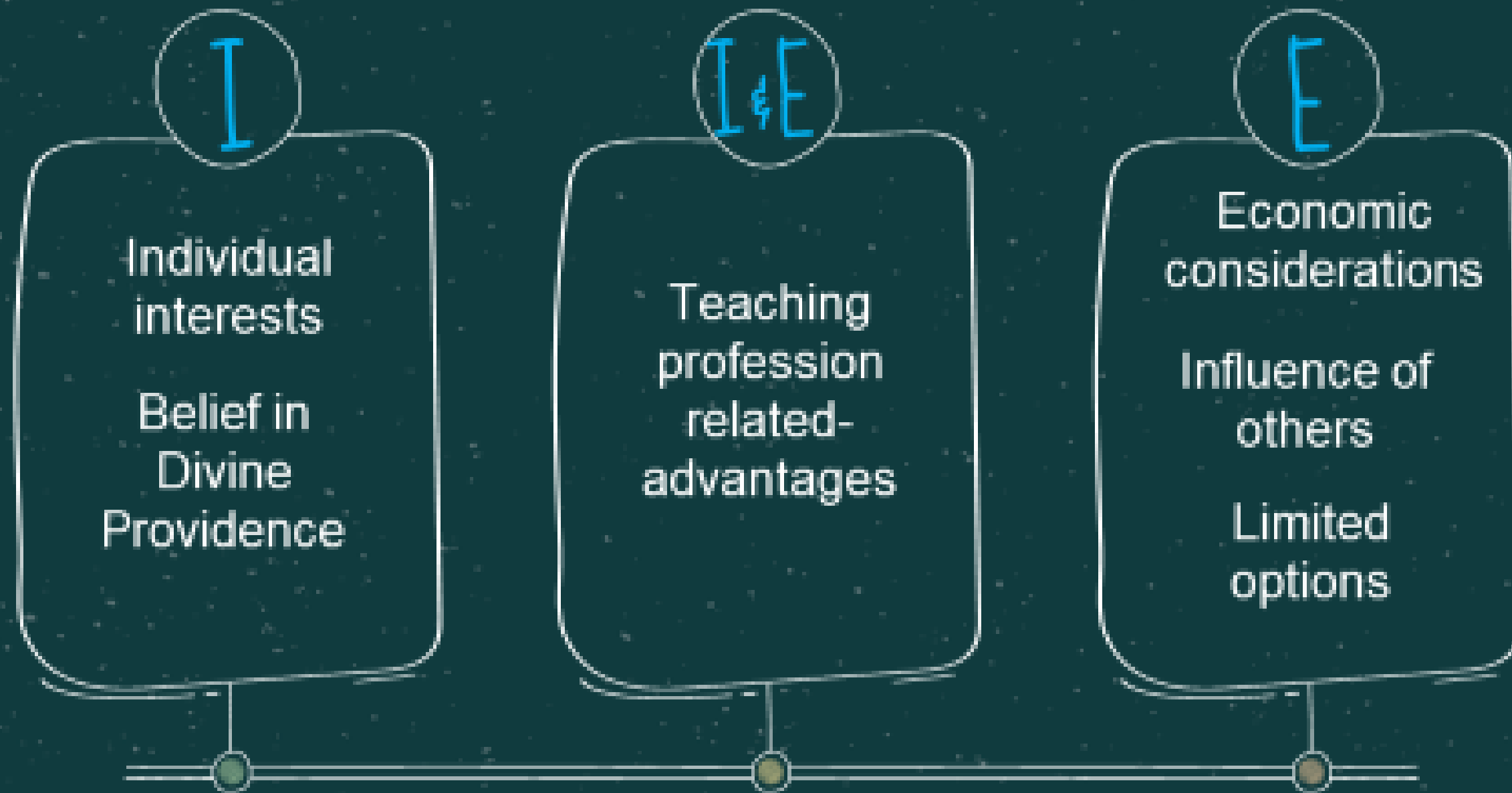
What could make our teachers leave?



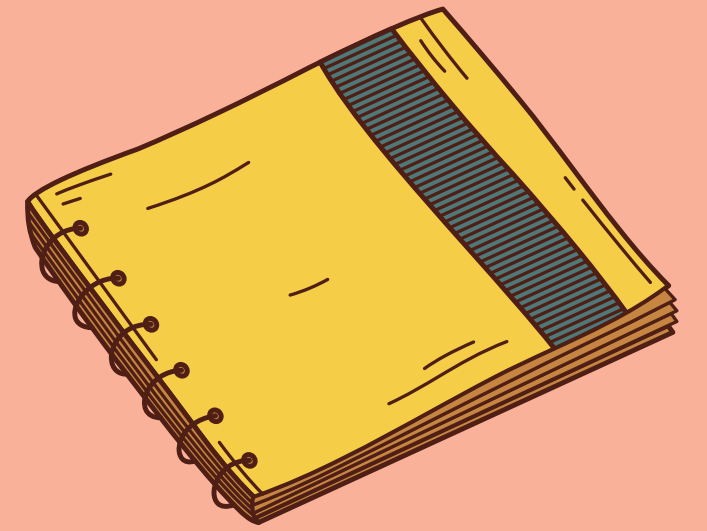
# Research Highlights

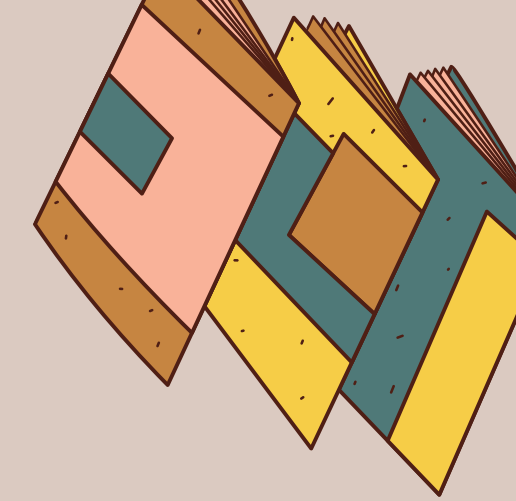
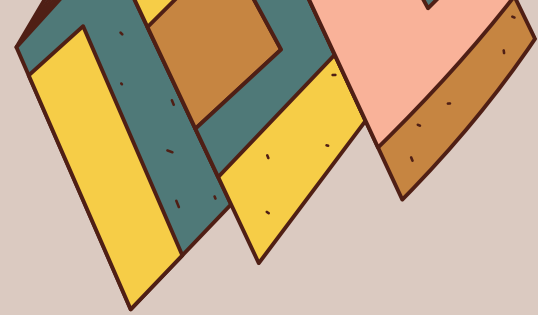
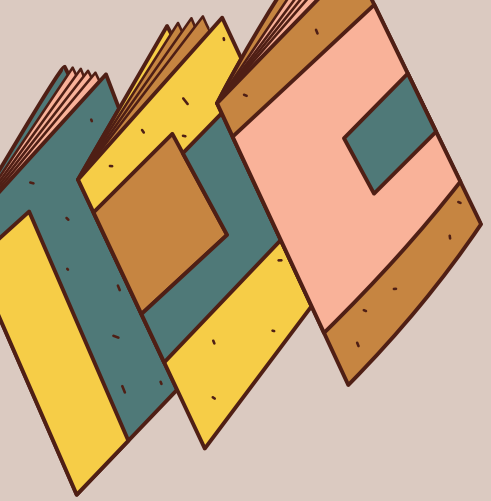


# UNDERSTANDING TEACHERS' MOTIVATIONS



Motivations for choosing teaching





# Motivation for Choosing teaching

## Survey says...

96%

I took up education because teaching provides an opportunity to serve others.

I decided to become a teacher because I think teachers play very important roles in society.

I decided to become a teacher because I know that I can be good at teaching.

92%

I decided to become a teacher because it is God's plan for me to become one.

91%

I decided to become a teacher because I really like children.

Having good teachers inspired me to become a teacher.

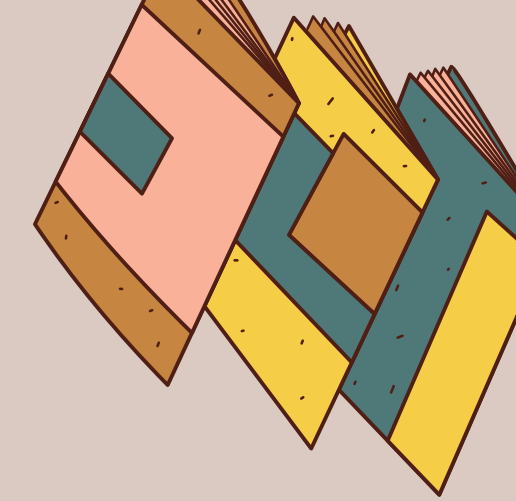
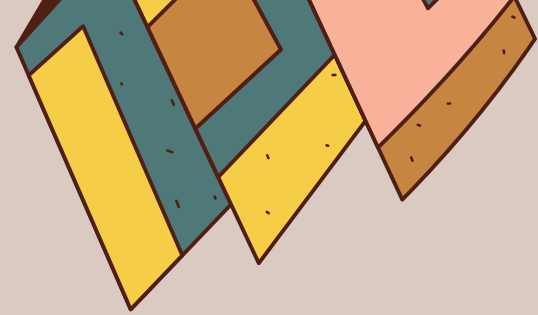
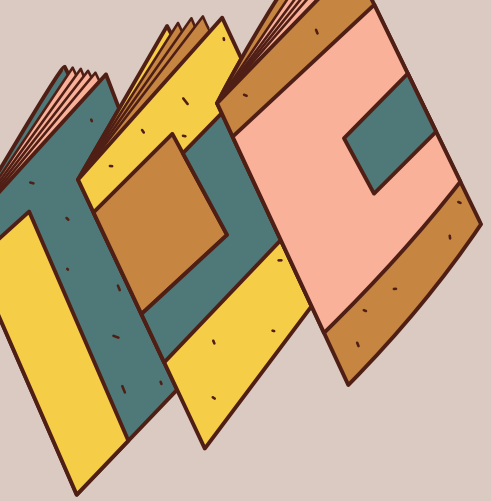
90%

I took up education because education graduates can be employed in teaching and other professional fields.

89%

I took up education because I know that there will always be jobs for teachers.





## Motivation for Choosing teaching (career -shifters)

### Survey says...

97% I decided to become a teacher because I think teachers play very important roles in society.

96% I decided to become a teacher because I know that I can be good at teaching.

94% I took up education because teaching provides an opportunity to serve others.

91% I decided to become a teacher because it is God's plan for me to become one.

89% Having good teachers inspired me to become a teacher.

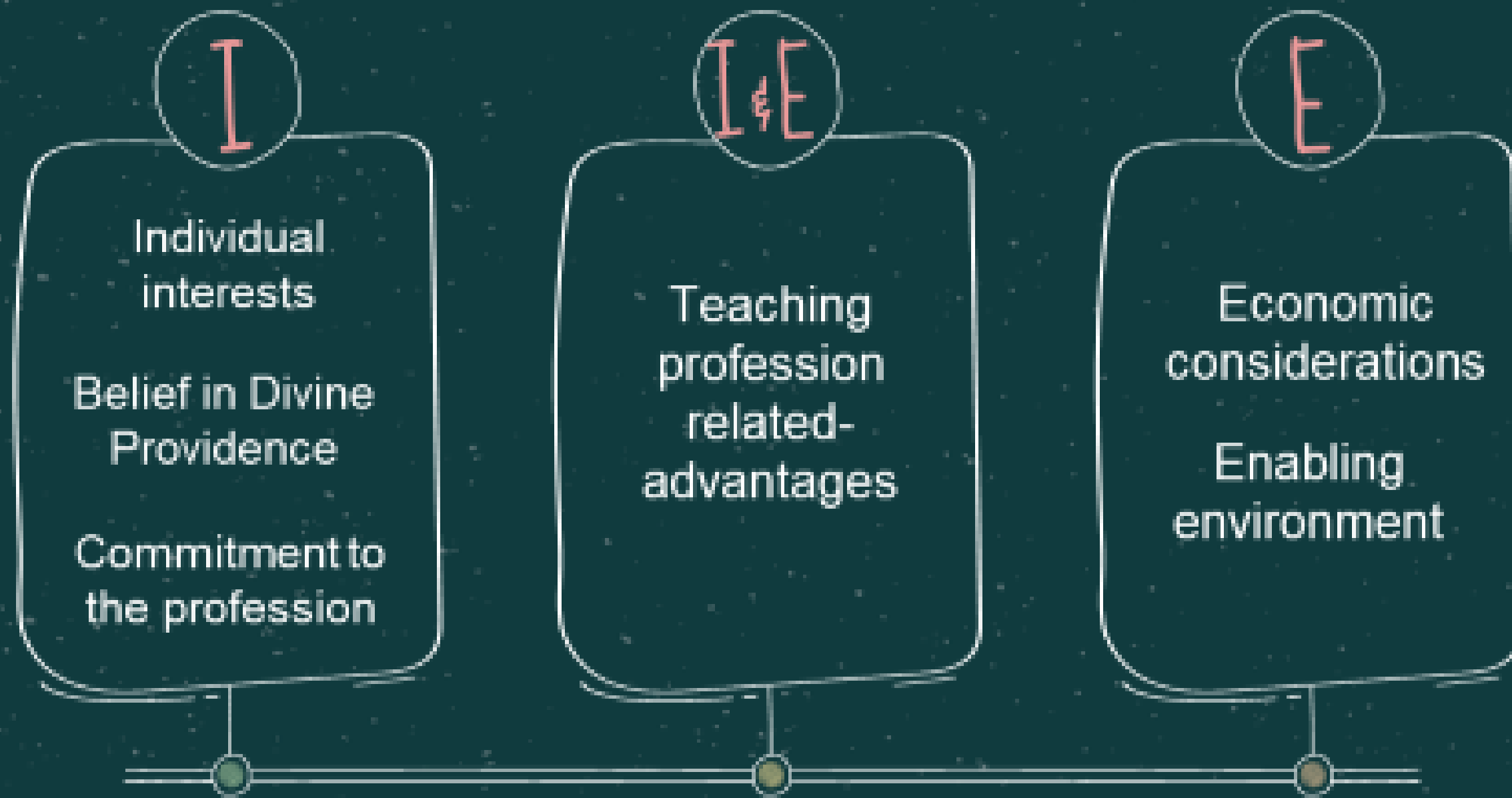
87% I decided to become a teacher because of the security of tenure available for teachers with permanent positions.

84% I took up education because I know that there will always be jobs for teachers.

81% I decided to teach because I really like children.

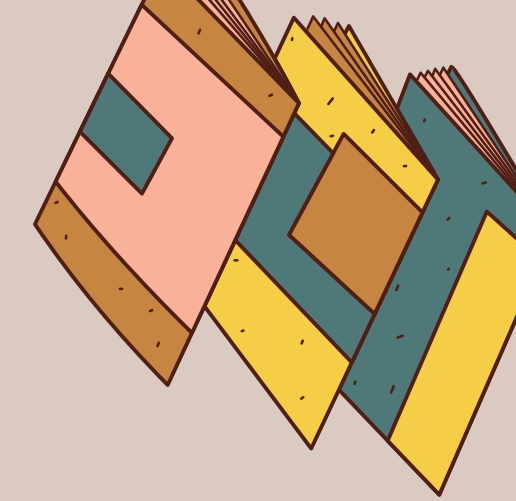
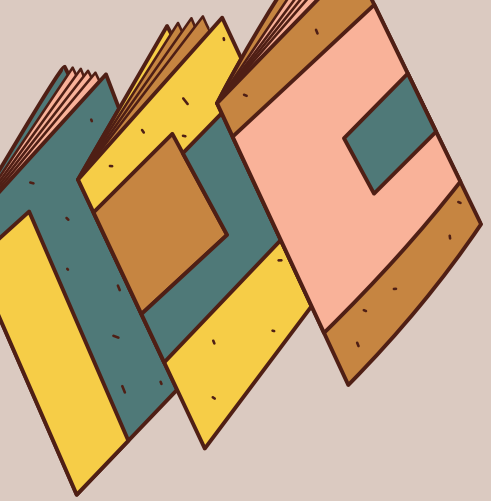


# UNDERSTANDING TEACHERS' MOTIVATIONS



Motivations for staying as teachers





# Motivation for Staying as Teachers

## Survey says...

99%

I see how I can help students succeed.

Teaching provides opportunities for me to continuously learn.

I believe that teachers have a very important role in improving the country's future.

I am concerned about the future of my students.

Teaching is how I can serve the community/ society best.

98%

I find teaching a very meaningful profession.

I really enjoy being with students.

Teaching gives me a chance to inspire students to become future Teachers.

My community needs teachers like me.

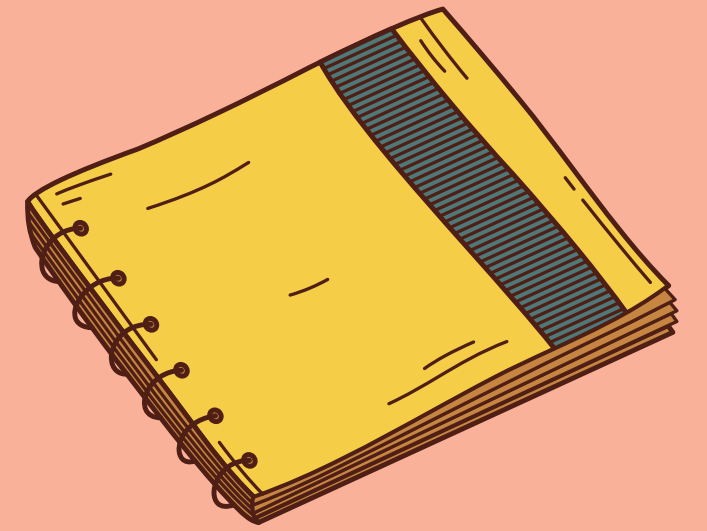
97%

It is God's will that I continue to teach.

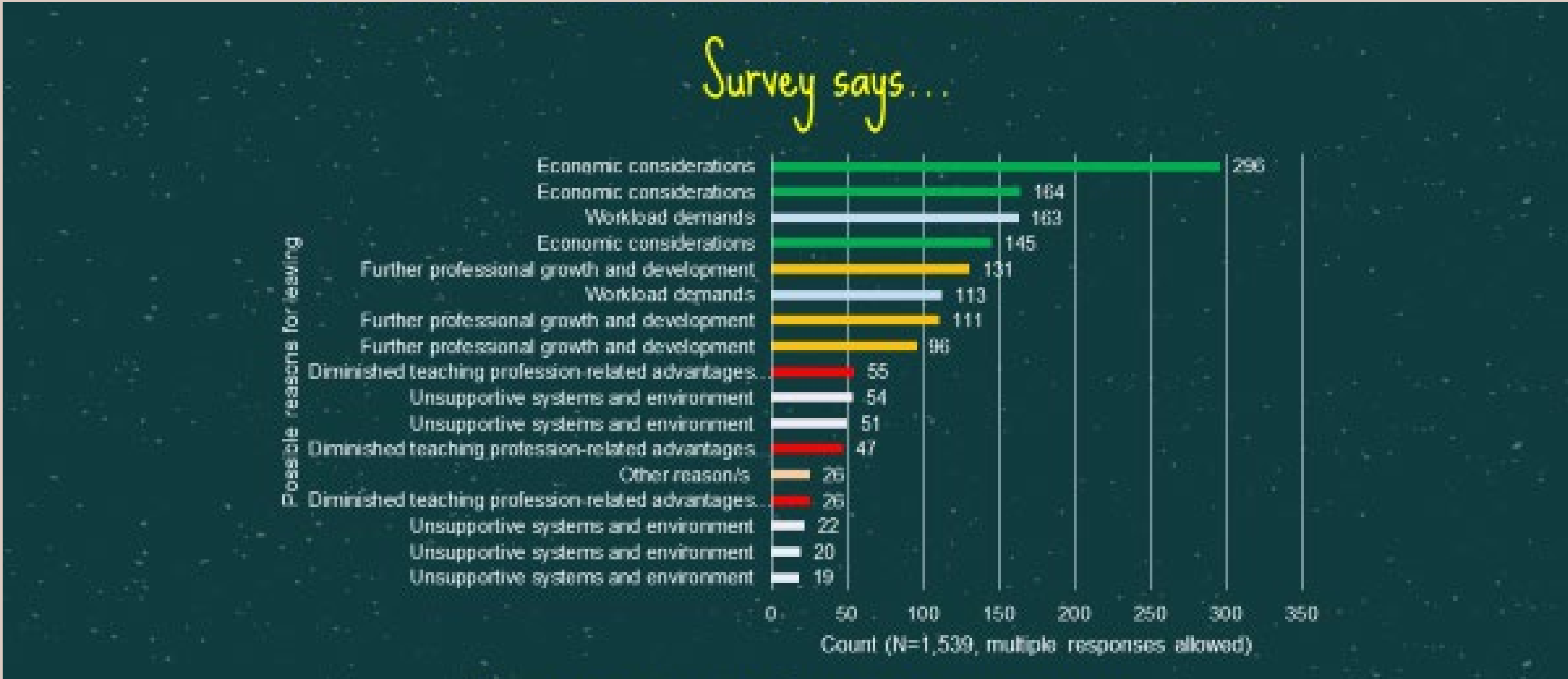
# UNDERSTANDING TEACHERS' MOTIVATIONS



Possible reasons for leaving the profession

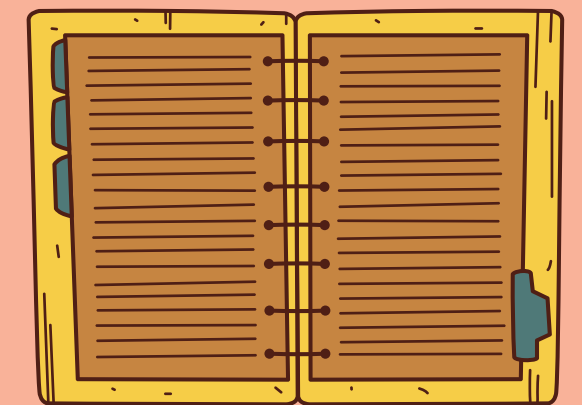
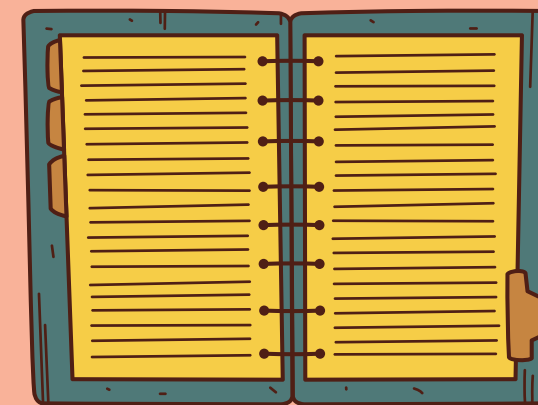
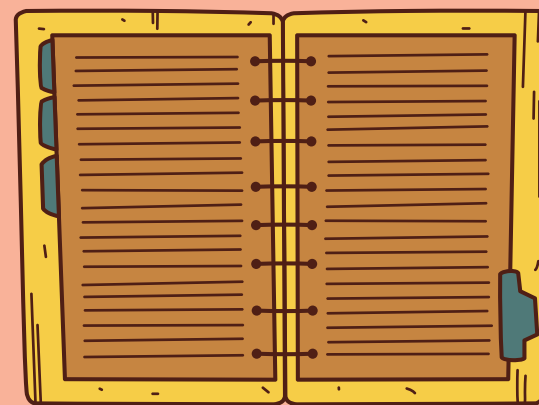
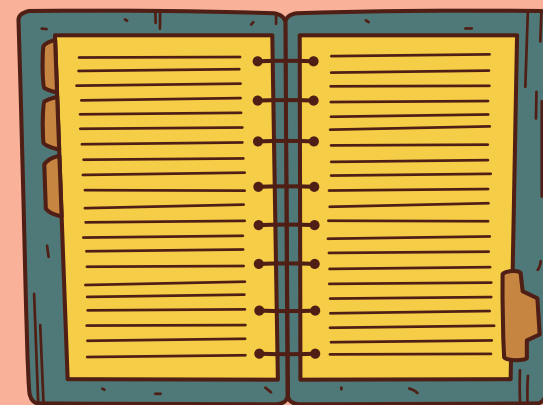
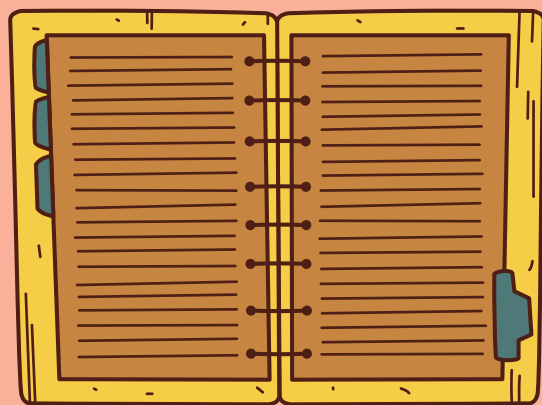


# Possible reasons for leaving



# POLICY OPTIONS & RECOMMENDATIONS

- Teacher preparation (pre-service)*
- Teacher recruitment*
- Continuous curriculum review and improvement (K to 12)*
- Teacher recognition and rewards*
- Professional development*
- Career progression*
- Fostering an enabling, nurturing environment*
- Commensurate compensation, benefits, and financial management options*
- Future research*

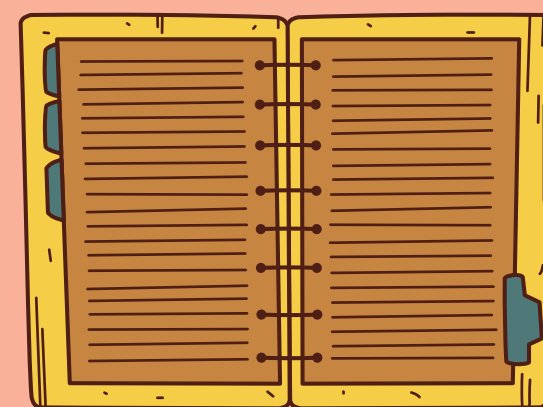
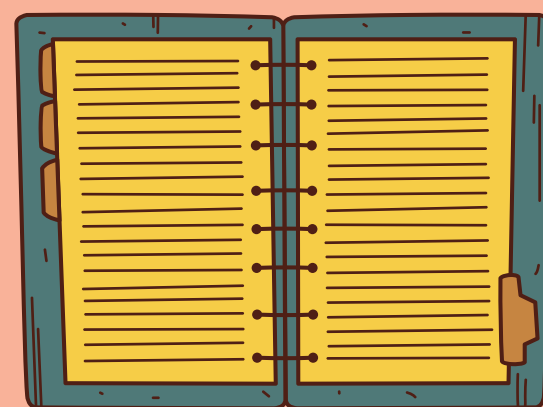
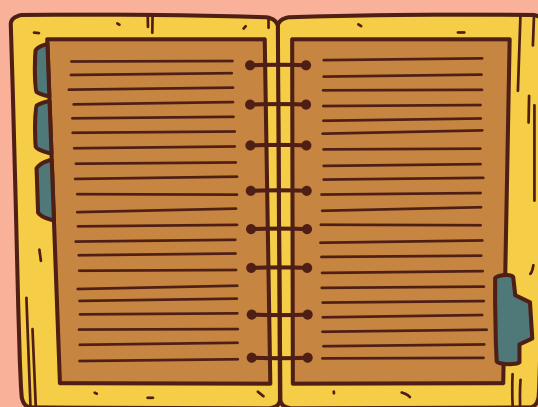
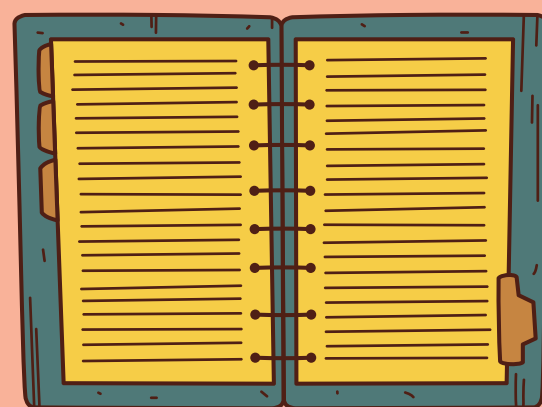
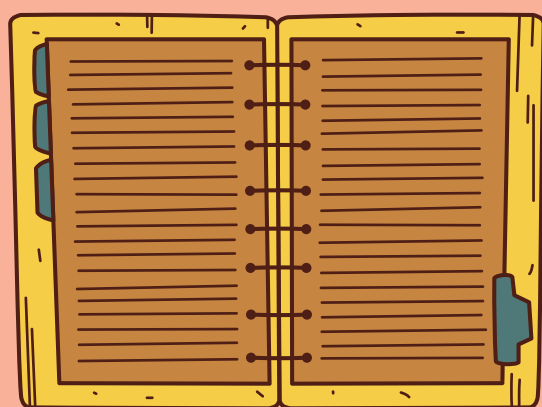






Para sa bata, para sa bayan, para sa pamilya...

-TINGIG NG ISANG GURO, TINGIG NG MARAMING GURONG FILIPINO



$\sqrt{123}$



# #ThankYouTeacherPh

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