e Teacher Career Satisfaction (TCS) scale was created based on teachers' degree of agreement with the six statements described below. See



Exhibit 3: Scale Transformation Constants

Scale Transformation Constants		
10.0 4		10.0 4 + 1. 1 1 \cdot
1. 1 1	-	10.0 4 + 1. 1 1 •

Exhibit 4: Equivalence Table of the Raw Score and the Transformed Scale Score

Raw Score	Transformed Scale Score	Cutpoint
0	1.32	
1	3.54542	
2	4. 451	
3	5.30	
4	.51 21	•
5	.1 551	
	. 0	

Country
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Exhibit 6: Relationship Between the TIMSS 2011 Teacher Career Satisfaction Scale, Fourth Grade, and TIMSS 2011 Achievement (Continued)

	Pearson's Correlation with Achievement Variance in Achievement				Pearson's Correlation with Achievement			
Country	(r) (r			Between Region	Accounted for by Difference Between Regions of the Scale (²)			
	Mathematics	Science	Mathematics	Science	Mathematics	Science		
-	0.05	0.05	0.00	0.00	0.00	0.00		
	0.01	0.0	0.00	0.01	0.01	0.01		
	0.12	0.13	0.01	0.02	0.00	0.01		
	0.04	0.04	0.00	0.00	0.00	0.00		
	0.0	0.10	0.01	0.01	0.01	0.01		
-	0.03	0.03	0.00	0.00	0.00	0.00		
	0.0	0.05	0.00	0.00	0.00	0.00		
-	_ 0.04	_ 0.01	0.00	0.00	0.00	0.00		
-	_ 0.01	_ 0.01	0.00	0.00	0.00	0.00		
-	0.15	0.14	0.02	0.02	0.03	0.03		
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