

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

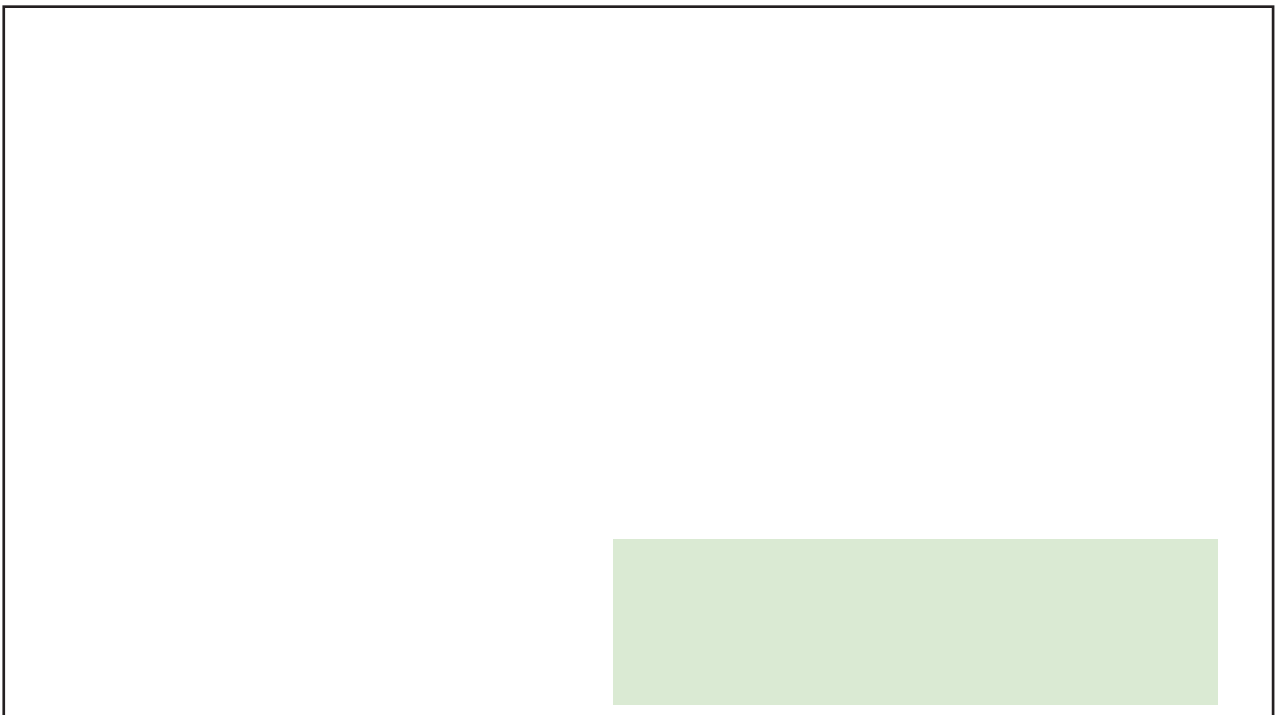


Exhibit 3: Scale Transformation Constants

Scale Transformation Constants	
$\frac{10.0 - 4}{1.1 - 1}$	$10.0 - 4 + 1.1 - 1 \cdot \dots$

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	.5121	.
5	.1551	
	.0	

