# Satisfaction with promotion of teachers to higher ranks in primary school / Zadovoljstvo napredovanjem učitelja u osnovnoj školi

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**Abstract**

Professional development and promotion of teachers to higher ranks are regulated by the Ordinance on Promotion of Teachers, Expert Associates and Headmasters in Primary and Secondary Schools and Student Dormitories. Teachers, expert associates, and headmasters can be promoted to three ranks: mentor, advisor, and excellent advisor. The aim of this research was to examine the level of satisfaction of primary school teachers with opportunities for promotion to higher ranks and to determine if these opportunities differ in terms of the acquired promotion to a higher rank, work experience and place of work. The research included 673 participants from all parts of Croatia. A questionnaire was used to collect data. The results indicate that only a quarter of the participants are satisfied with promotion opportunities. A statistically significant difference was determined in terms of promotion to a higher rank, meaning that the teachers who have been promoted tend to show a higher level of satisfaction with criteria, flexibility they have in their work and financial compensations. In terms of the place of work, there is a statistically significant difference in the opinions of classroom teachers and subject teachers. The results indicate that subject teachers exhibit a higher level of satisfaction with promotion opportunities but seem to be dissatisfied with the benefits that promotion to a higher rank brings. Furthermore, the results reveal that teachers with ten or less than ten years of work experience seem to be more dissatisfied with the duration of the promotion process than their more experienced colleagues. The obtained results suggest a need to introduce changes in the Ordinance on Promotion of Teachers, Expert Associates and Headmasters in Primary and Secondary Schools and Student Dormitories.

***Key words***

*classroom teachers; primary school; promotion of teachers; satisfaction with promotion opportunities; subject teachers*

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| **Odgoj i obrazovanje za osobni i profesionalni razvoj** | **Broj rada: 10** | |


**Sažetak**

Profesionalni razvoj i napredovanje učitelja u struci propisano je Pravilnikom o napredovanju učitelja, nastavnika, stručnih suradnika i ravnatelja u osnovnoj i srednjoj školi i učeničkim domovima. Odgojno-obrazovni radnik može napredovati u tri stupnja: mentor, savjetnik i izvrstan savjetnik. Cilj je ovoga istraživanja bio ispitati zadovoljstvo učitelja osnovne škole mogućnostima napredovanja u viša zvanja te ispitati razlikuju li se oni s obzirom na stečeno zvanje, radno iskustvo i mjesto rada. U istraživanju je sudjelovalo 673 ispitanika s područja cijele Republike Hrvatske, a za potrebe istraživanja korišten je anketni upitnik. Rezultati su pokazali da je tek četvrtina ispitanika zadovoljna mogućnostima napredovanja. Statistički značajnom pokazala se razlika s obzirom na napredovanje u zvanju pa su tako učitelji koji su napredovali zadovoljniji kriterijima, fleksibilnosti u radu te financijskim naknadama. S obzirom na mjesto rada, postoji statistički značajna razlika između mišljenja učitelja razredne i predmetne nastave. Rezultati su pokazali da su učitelji predmetne nastave zadovoljniji mogućnostima napredovanja, ali nezadovoljni su koristima koje im napredovanje donosi. Nadalje, rezultati pokazuju da su učitelji s deset ili manje od deset godina staža nezadovoljniji u odnosu na starije kolege trajanjem postupka napredovanja. Ovakvi rezultati ukazuju na potrebu za promjenama unutar Pravilnika i postupka o napredovanju.



***Ključne riječi***

*napredovanje učitelja; osnovna škola; učitelji predmetne nastave; učitelji razredne nastave; zadovoljstvo mogućnostima napredovanja*



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