



REVIEWER REPORT

Manuscript Title:	Why We Stay: Lived Experiences of Public Elementary School Teachers Working in Hinterland Schools
Type of Article:	Original Article

FIRST ROUND

EDITOR

<u>Comments and Recommendations</u>
Your phenomenological exploration of teacher retention is highly compelling, though it requires greater contextual and theoretical precision before publication. Please revise your introduction to explicitly ground your research in Self-Determination Theory and ensure your methodology clearly states that participants were selected based on a minimum of five years of service. Furthermore, you must transparently report the specific research locale as the Tibungco District in the hinterland schools of Davao City, while also specifying the total pool of nineteen teachers from which your ten participants were drawn.

REVIEWER 1

<u>Specific Comments and Recommendations</u>
I recommend that you explicitly name the theoretical framework guiding your research in the introduction. Specifically, introduce Self-Determination Theory to explain the motivational aspects of teacher retention. In the methodology, you must state the total pool of teachers from which your sample was drawn. Please clarify that the ten participants were selected from a pool of nineteen teachers in the district. Additionally, the abstract needs the exact location of your research. Be sure to add that the study took place in the hinterland schools of Davao City. These precise details will ground your qualitative claims effectively.

<u>General Comments and Recommendations</u>
This manuscript presents a compelling phenomenological exploration of teacher retention in remote, geographically isolated educational settings. The thematic analysis is robust, yet the abstract and methodology sections require more precise demographic and sampling figures to contextualize the findings. Providing the specific theoretical lens in the introduction will also strengthen your conceptual foundation. These revisions will greatly enhance the readability and impact of your research.



Please indicate your recommendation by checking the appropriate box below.

<u>Decision</u>	
☐	Accept the manuscript for publication.
☐	Reconsider the manuscript after the authors have satisfactorily addressed and complied with the reviewers' comments and recommendations.
☐	The manuscript, in its current form, is not acceptable for publication and requires substantial revision.
☐	Reject the manuscript, as it is not suitable for publication.

REVIEWER 2

<u>Specific Comments and Recommendations</u>
You must insert the exact district name inside the method section. Add Tibungco District to clarify the research locale. Next, tell the audience about the minimum service years required for participant selection. State that teachers needed at least five years of service in remote areas. Finally, list the specific data analysis method. Write that the study used reflexive thematic analysis. Your paper will become excellent with these exact additions.

<u>General Comments and Recommendations</u>
The research on rural school educators is very good. The current draft needs more specific details about the location. People want to know the exact area of the study right away. I propose a few edits to fix this issue.

Please indicate your recommendation by checking the appropriate box below.

<u>Decision</u>	
☐	Accept the manuscript for publication.
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☐	Reject the manuscript, as it is not suitable for publication.



SECOND ROUND

<u>Decision</u>	<u>Editor</u>	<u>Reviewer 1</u>	<u>Reviewer 2</u>
Accept the manuscript for publication.	/	/	/
Reconsider the manuscript after the authors have satisfactorily addressed and complied with the reviewers' comments and recommendations.			
The manuscript, in its current form, is not acceptable for publication and requires substantial revision.			
Reject the manuscript, as it is not suitable for publication.			