



REVIEWER REPORT

Manuscript Title:	Hidden Realities of Teachers with Multiple Ancillary Functions: Elementary Teachers in Focus
Type of Article:	Original Article

FIRST ROUND

EDITOR

<u>Comments and Recommendations</u>
Your exploration of administrative burdens on educators is highly relevant, though it requires greater theoretical and methodological precision before publication. Please revise your introduction to anchor your analysis in Role Theory and ensure the abstract explicitly identifies the Tibungco District, the ten-participant count, and specific themes such as workload overload and mindset adaptation. Furthermore, your methodology must be expanded to transparently report the three-year experience threshold for inclusion and the use of reflexive thematic analysis for data interpretation.

REVIEWER 1

<u>Specific Comments and Recommendations</u>
Please introduce Role Theory directly into the introduction to explain how overlapping expectations produce role overload. You must also explicitly name the geographic location of your research in the abstract. Be sure to insert Tibungco District, Division of Davao City to provide immediate context for the reader. Furthermore, the abstract should clearly list the specific coping themes you identified. You need to mention task prioritization, peer support, and mindset adaptation. Incorporating these precise details will make your summary much more comprehensive. Finally, ensure you mention that ten teachers participated in the study.

<u>General Comments and Recommendations</u>
This qualitative study sheds crucial light on the hidden administrative burdens placed upon public educators. While your thematic analysis appears robust, the introduction requires a clearer theoretical framework to ground the discussion on role complexity. Addressing these omissions will significantly strengthen the manuscript's academic contribution. I appreciate the focus on elementary educators, as they often bear the brunt of these ancillary tasks.



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>
The abstract lacks the exact challenge themes right now. You must list workload overload, time constraints, and emotional strain in the summary. The method part also needs the exact experience requirement for participants. State clearly that teachers needed at least three years of experience. Next, tell the audience about the exact analysis type. Write that the researchers used reflexive thematic analysis. Your article will become excellent with these additions.

<u>General Comments and Recommendations</u>
I read the paper about extra teacher work. The topic holds high importance for school leaders today. The text needs exact facts so readers understand the scope. Please add the details below to perfect the document.

Please indicate your recommendation by checking the appropriate box below.

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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.			