



## REVIEWER REPORT

|                   |                                                                                                  |
|-------------------|--------------------------------------------------------------------------------------------------|
| Manuscript Title: | Teacher Characteristics and Readiness towards Organizational Change in Public Elementary Schools |
| Type of Article:  | Original Article                                                                                 |

## FIRST ROUND

### EDITOR

| <u>Comments and Recommendations</u>                                                                                                                                                                                 |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Your statistical analysis is robust, but the reviewers note that the abstract lacks the specific domains of readiness and exact mean scores. Please revise the abstract to include these precise empirical details. |

## REVIEWER 1

| <u>Specific Comments and Recommendations</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Please enhance your abstract by explicitly stating the specific geographic location where the research was conducted to provide immediate demographic context. You must ensure that Mati Central District, Division of the City of Mati is clearly identified in the summary. Furthermore, you need to explicitly list the specific sub-domains of readiness towards organizational change. Make sure to mention cynicism, fear and uncertainty, and acceptance of change directly within the text. Additionally, clarify the exact predictive power of your combined model to demonstrate analytical depth. State explicitly that the predictors collectively accounted for 29.8 percent of the variance in readiness for change. |

| <u>General Comments and Recommendations</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| This quantitative correlational study provides a methodologically rigorous and timely examination of how personal and professional attributes influence adaptability to systemic reform. The theoretical constructs are well-operationalized, yet the initial manuscript requires a much more explicit articulation of the specific regression outcomes in the abstract to meet the standards of high-impact journals. Clarifying the precise variance explained by your statistical model will significantly elevate the empirical transparency of your summary. Implementing these comprehensive revisions will firmly establish your research as a substantive contribution to educational leadership literature. |

Please indicate your recommendation by checking the appropriate box below.

| <u>Decision</u>                                                 |
|-----------------------------------------------------------------|
| <input type="checkbox"/> Accept the manuscript for publication. |



|   |                                                                                                                                          |
|---|------------------------------------------------------------------------------------------------------------------------------------------|
| / | Reconsider the manuscript after the authors have satisfactorily addressed and complied with the reviewers' comments and recommendations. |
|   | Reject the manuscript, as it is not suitable for publication.                                                                            |

## REVIEWER 2

| <b><u>Specific Comments and Recommendations</u></b>                                                                                                                                                                                                                                                                                                                                                                                    |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| You must write the exact variance percentage inside the abstract. State clearly that the model explains 29.8 percent of the variance. Also, tell the readers the exact location of the study. Add Mati Central District to the summary paragraph. Next, list the exact predictor variables in the text. Write that humanistic traits predict the outcomes. Finally, state that teachers show very high scores for both main variables. |

| <b><u>General Comments and Recommendations</u></b>                                                                                                                                                                                                                     |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| I read the paper about school teacher traits and system change. The topic holds massive importance for school administrators today. The first draft lacks exact facts and numbers in the summary section. You must add specific details to make the research complete. |

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. |
|                 | Reject the manuscript, as it is not suitable for publication.                                                                            |



**SECOND ROUND**

| <b><u>Decision</u></b>                                                                                                                   | <b><u>Editor</u></b> | <b><u>Reviewer 1</u></b> | <b><u>Reviewer 2</u></b> |
|------------------------------------------------------------------------------------------------------------------------------------------|----------------------|--------------------------|--------------------------|
| Accept the manuscript for publication.                                                                                                   | /                    | /                        | /                        |
| Reconsider the manuscript after the authors have satisfactorily addressed and complied with the reviewers' comments and recommendations. |                      |                          |                          |
| Reject the manuscript, as it is not suitable for publication.                                                                            |                      |                          |                          |