

Review Form 3

Journal Name:	Asian Journal of Advanced Research and Reports
Manuscript Number:	Ms_AJARR_129755
Title of the Manuscript:	NAVIGATING CAREER STAGNATION: THE LIVED EXPERIENCES OF UNPROMOTED SEASONED TEACHERS
Type of the Article	Original Research Article

General guidelines for the Peer Review process:

This journal's peer review policy states that **NO** manuscript should be rejected only on the basis of '**lack of Novelty**', provided the manuscript is scientifically robust and technically sound. To know the complete guidelines for the Peer Review process, reviewers are requested to visit this link:

<https://r1.reviewerhub.org/general-editorial-policy/>

Important Policies Regarding Peer Review

Peer review Comments Approval Policy: <https://r1.reviewerhub.org/peer-review-comments-approval-policy/>

Benefits for Reviewers: <https://r1.reviewerhub.org/benefits-for-reviewers>

PART 1: Comments

	Reviewer's comment	Author's Feedback <i>(Please correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)</i>
Please write a few sentences regarding the importance of this manuscript for the scientific community. A minimum of 3-4 sentences may be required for this part.	This manuscript offers significant insights into the issue of career stagnation among teachers who have not received promotions despite years of service. It provides valuable contributions to the scientific community by exploring systemic challenges and coping mechanisms that impact educators' professional growth and job satisfaction. The study emphasizes the crucial role of leadership support and professional development opportunities in addressing these barriers. Ultimately, the research makes a significant contribution to understanding teacher retention and career progression, offering practical recommendations for improving the teaching profession.	
Is the title of the article suitable? (If not please suggest an alternative title)	The title is suitable for the article, as it clearly reflects the core focus of the research. However, a slightly refined version could be: "Navigating Career Stagnation: Exploring the Lived Experiences of Experienced Teachers Facing Lack of Promotion" While the original title is certainly suitable, the revised title is just a bit more precise and formal, making it potentially clearer to a wider audience.	

Review Form 3

<p>Is the abstract of the article comprehensive? Do you suggest the addition (or deletion) of some points in this section? Please write your suggestions here.</p>	<p>Overall, the abstract is comprehensive but could benefit from minor refinements for better precision and clarity. It effectively summarizes the study's objectives, design, methodology, results, and conclusion.</p> <p>Suggested abstract Aims: This study explored the lived experiences of seven unpromoted teachers in selected public schools in Digos City, Davao del Sur, Philippines, focusing on their challenges, coping mechanisms, and the support they need in relation to career stagnation. Study Design: A qualitative phenomenological approach was used to gain insights into the participants' personal experiences. Methodology: The study involved seven teachers aged 40 and above, who had been in their entry-level positions for at least seven years. Data were collected through in-depth interviews, and key themes were identified during analysis. Results: The study identified several challenges, such as limited opportunities for educational advancement, inadequate training, and emotional strain. Despite these challenges, the teachers utilized coping strategies, including engaging in professional development, maintaining a positive outlook, and balancing work and life. They also expressed a need for more leadership support and better opportunities for professional growth. Conclusion: The study concludes that unpromoted teachers face significant barriers to career progression. Although they demonstrate resilience through various coping mechanisms, these challenges underscore the need for comprehensive career development programs that can better support their professional and personal growth.</p>	
<p>Is the manuscript scientifically, correct? Please write here.</p>	<p>Overall, the manuscript is scientifically correct in terms of its research design, methodology, and findings. It adheres to qualitative research principles and offers valuable insights into career stagnation among seasoned teachers. Some improvements in methodological transparency (e.g., data analysis techniques, sampling strategy) would strengthen the scientific rigor of the study.</p>	
<p>Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.</p>	<p>The reference list includes a mix of recent and older sources, with many relevant to teacher career development and professional growth, but some references from unrelated fields may not contribute directly to the focus on teacher career stagnation. While the list includes recent studies from 2023-2024, incorporating more up-to-date research, particularly from local sources in the Philippines, would enhance the manuscript's relevance. Additionally, including more references on psychological aspects of career stagnation, work-life balance, and leadership in education would provide a deeper theoretical foundation and support for the study's findings.</p> <p>Eg: 1. Dyosini, T. P. (2024). Professional development of teachers: Perceptions and challenges of foundation phase teachers. <i>South African Journal of Childhood Education</i>, 14(1), 1572. 2. Gojar, P. J. (2024). Lived Experiences on Wellbeing of University Teachers in The New Normal: Basis for Psychosocial Support Services. Available at SSRN 4854577.</p>	
<p>Is the language/English quality of the article suitable for scholarly communications?</p>	<p>The language quality is generally appropriate for scholarly communication, but with some revision for clarity, conciseness, and formal tone, the writing can be made more polished and professional. Ensuring smoother transitions, maintaining parallelism, and simplifying sentence structure would significantly enhance the readability and academic quality of the article.</p>	
<p>Optional/General comments</p>	<p>The thesis on career stagnation among teachers offers valuable insights into coping mechanisms such as engagement in professional development, maintaining a positive mindset, and work-life balance. However, it could be strengthened by incorporating a clear theoretical framework, providing a more comprehensive literature review, and detailing the methodology, including participant selection and ethical considerations. The analysis would benefit from deeper integration with existing theories and a more critical interpretation of the data. Additionally, the thesis could provide more concrete policy recommendations for school leaders and explore the long-term impact of professional development on teacher retention and student outcomes. Improving citation consistency and expanding on future research avenues would further enhance the scholarly quality of the work.</p>	

PART 2:

	Reviewer's comment	Author's comment (if agreed with reviewer, correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)
<p>Are there ethical issues in this manuscript?</p>	<p><i>(If yes, Kindly please write down the ethical issues here in details)</i></p>	

Reviewer Details:

<p>Name:</p>	<p>Kenneth Besigomwe</p>
<p>Department, University & Country</p>	<p>Uganda Management Institute, Uganda</p>