

The (D)FIT-Choice Scale

Measuring Digital Factors Influencing Teaching as a Career Choice

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The (D)FIT-Choice scale is a newly developed survey instrument. It includes general and digital factors for teaching career choice. Results show that digital aspects are rarely considered.

Background

Factors influencing teacher choice

- The FIT-Choice scale (Watt & Richardson, 2007) is one of the most frequently used to assess the reasons for student teacher career choice.
- However, there is a limited understanding of student teachers' motivations in the context of digital transformation in education.

Current study

Aim and research questions

- Develop and test the (D)FIT-Choice model (Digital Factors Influencing Teacher Choice) extending the FIT-Choice model.
- Is the (D)FIT-Choice scale a valid and reliable instrument? What are the most and least important factors? What is the relationship between the digital factors?

Methods

Sample

- 323 student teachers from two universities in Zurich.
- Primary, lower and upper secondary, and vocational education.
- 63.5% women, 33.4% men, 4% other. Mean age: 27.8 (SD = 8.55).

Instrument

- Extension of the FIT-Choice scale with 4 new factors and 3 items each (see Image, new factors highlighted).
- Beginning with "I chose to become a teacher because..." and answered according to a 7-point Likert scale.

Results

Reliability analysis

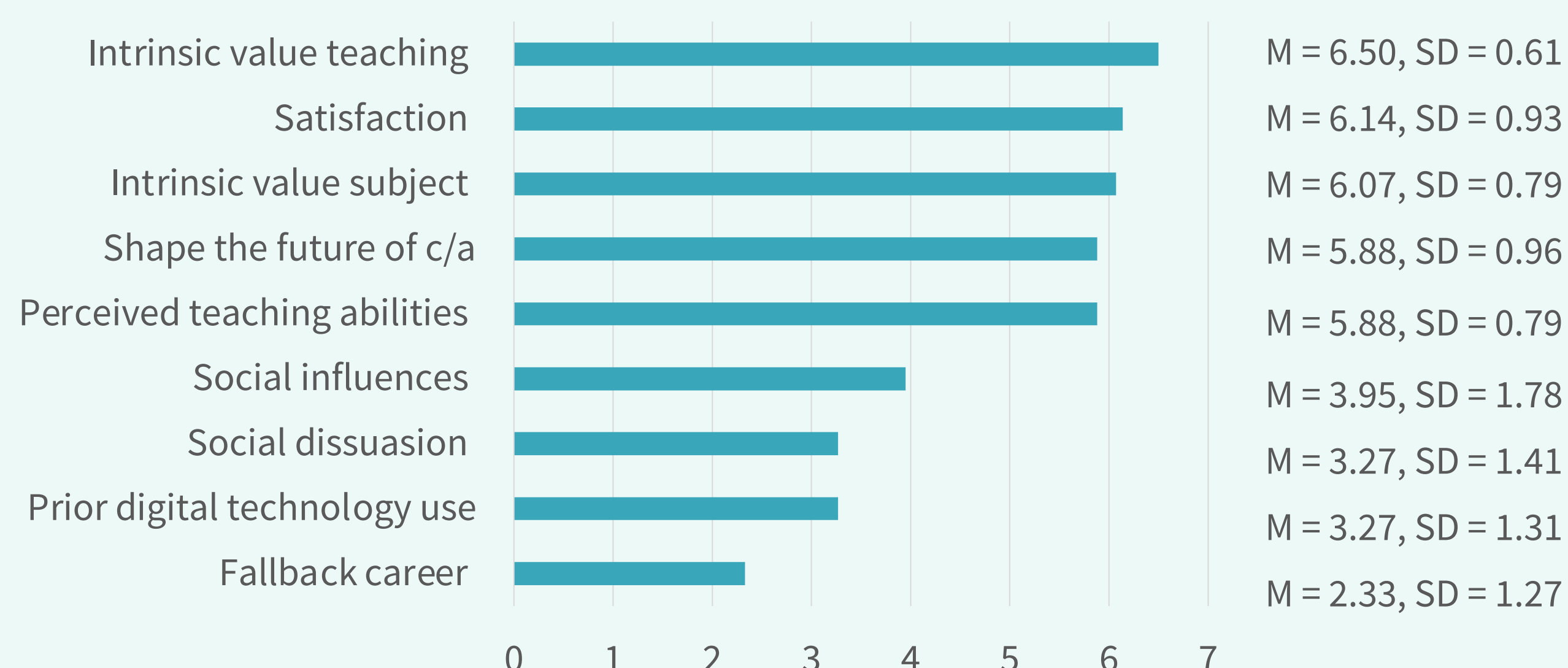
- Good reliability in most factors (Cronbach's $\alpha = 0.732$ to 0.923 , McDonald's $\omega = 0.736$ to 0.924).
- Low reliability in Social dissuasion ($\alpha = 0.635$, $\omega = 0.670$), Intrinsic value subject ($\alpha = 0.664$, $\omega = 0.690$) and Fallback career ($\alpha = 0.662$, $\omega = 0.724$).

Exploratory and confirmatory factor analyses

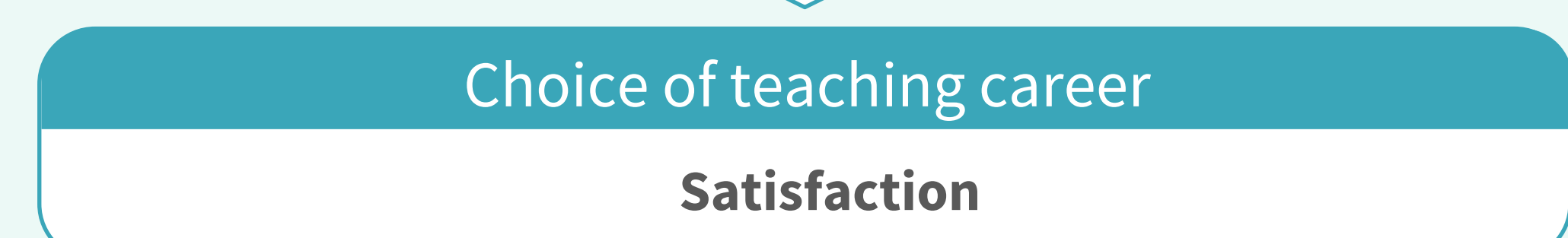
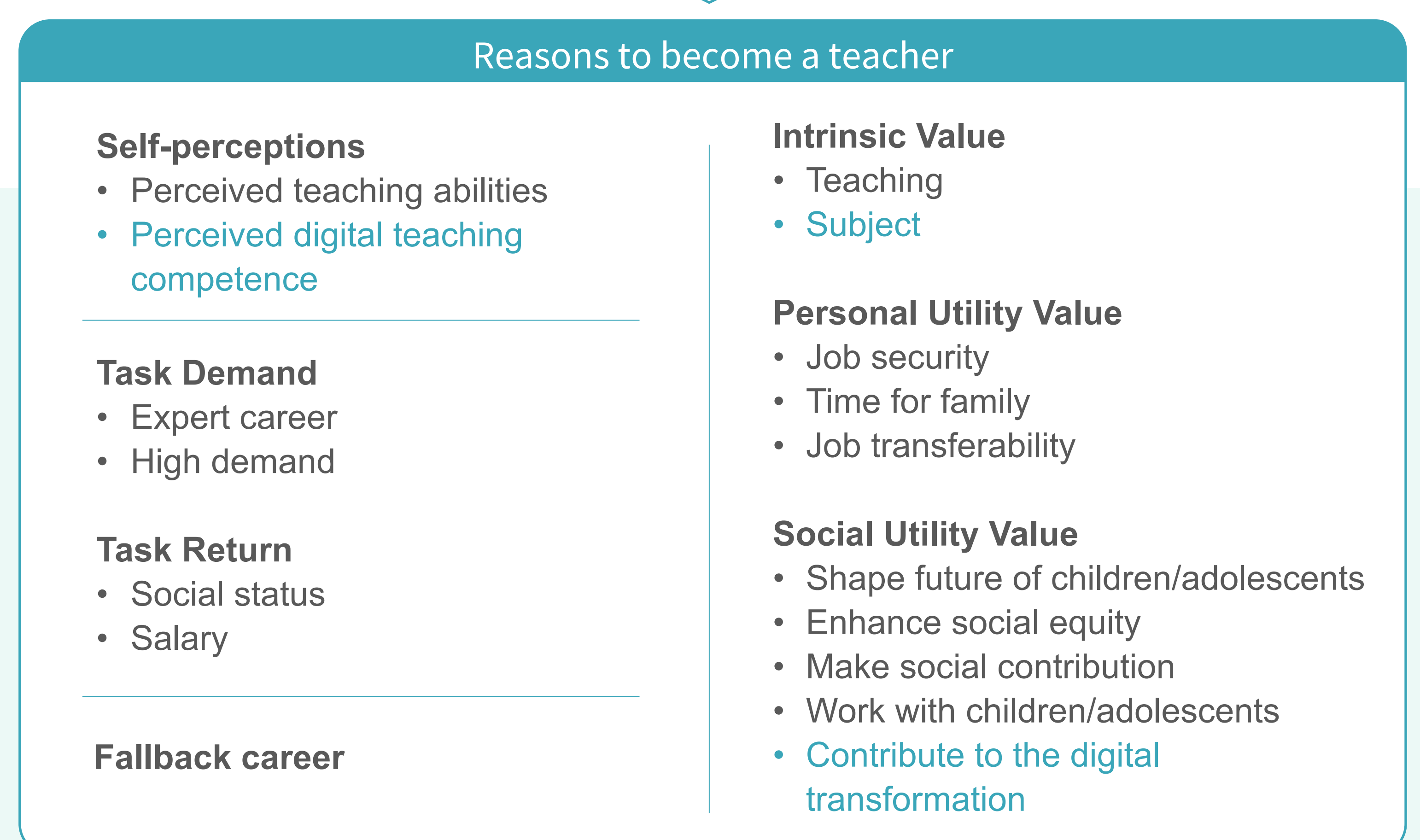
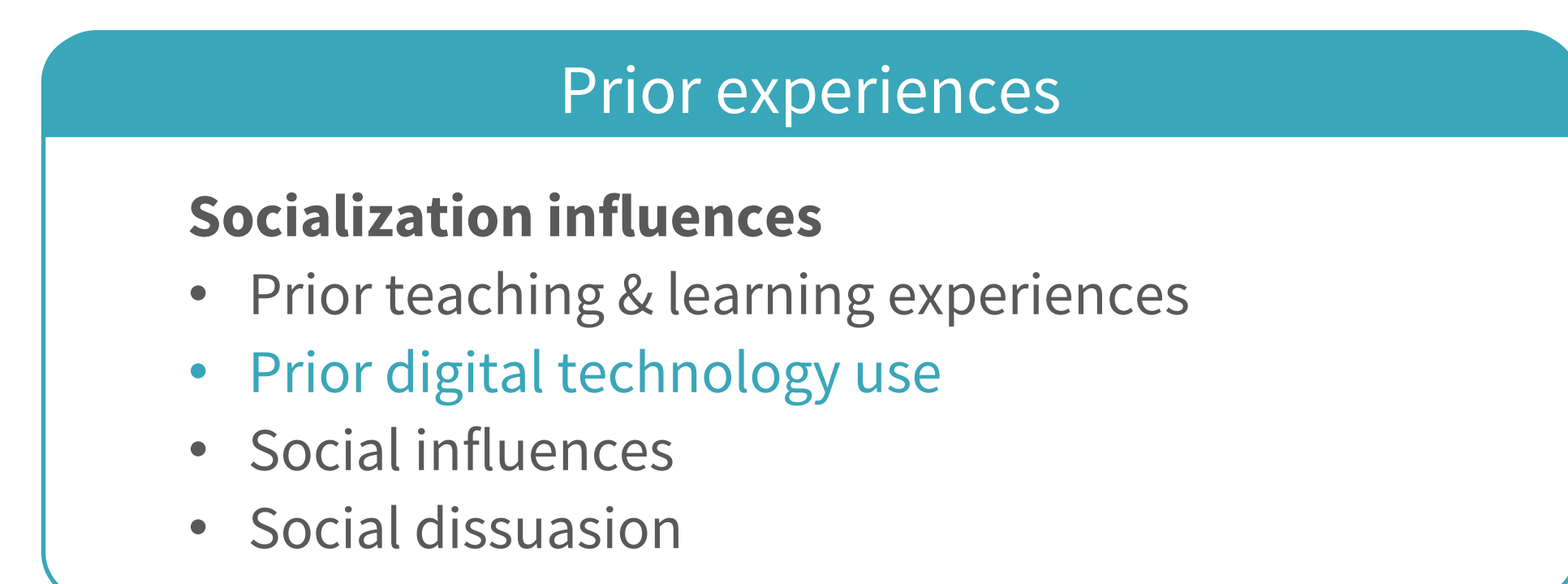
- EFA (22 fixed factors): 67.14% variance explained, good model fit (RMSEA = 0.0205, 90% CI [0.0133, 0.0267], $X^2(924) = 1053$, $p = 0.002$).
- CFA (second order factors): good model fit (CFI > 0.95; TLI > 0.95; RMSEA < 0.05; SRMR < 0.08).

Descriptive analysis

- Highest and lowest rated factors:



Reference: Watt, H. M. G., & Richardson, P. W. (2007). Motivational Factors Influencing Teaching as a Career Choice: Development and Validation of the FIT-Choice Scale. *The Journal of Experimental Education*, 75(3), 167-202.



Correlations

- The digital-related factors are significantly correlated among them.
- Prior digital technology use is correlated with Job security ($r_t = 0.183$), Job transferability ($r_t = 0.193$) and Socialization influences ($r_t = 0.203$).

Multiple linear regression

- Model predicting the factor Contribute to the digital transformation, stepwise regression ($F(21,300) = 15.2$, $p < 0.001$, $R^2 = 0.516$).
- Mainly predicted by Prior digital technology use, Perceived digital teaching competence, Perceived teaching ability and Make a social contribution.

