

## Teachers' Protective Factors of Resilience Scale: Factorial Structure, Validity and Reliability Issues

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**Abstract :** Recently developed scales addressed -specifically- teachers' resilience. Although they profited from the field, they do not include some of the critical protective factors of teachers' resilience identified in the literature. To address this limitation, we aimed at designing a more comprehensive scale for measuring teachers' resilience which encompasses various personal and environmental protective factors. To this end, two studies were carried out. In Study 1, 407 primary school teachers were tested with the new scale, the Teachers' Protective Factors of Resilience Scale (TPFRS). Similar scales, such as the Multidimensional Teachers' Resilience Scale and the Teachers' Resilience Scale), were used to test the convergent validity, while the Maslach Burnout Inventory and the Teachers' Sense of Efficacy Scale was used to assess the discriminant validity of the new scale. The factorial structure of the TPFRS was checked with confirmatory factor analysis and a good fit of the model to the data was found. Next, item response theory analysis using a two-parameter model (2PL) was applied to check the items within each factor. It revealed that 9 items did not fit the corresponding factors well and they were removed. The final version of the TPFRS includes 29 items, which assess six protective factors of teachers' resilience: values and beliefs (5 items,  $\alpha=.88$ ), emotional and behavioral adequacy (6 items,  $\alpha=.74$ ), physical well-being (3 items,  $\alpha=.68$ ), relationships within the school environment, (6 items,  $\alpha=.73$ ) relationships outside the school environment (5 items,  $\alpha=.84$ ), and the legislative framework of education (4 items,  $\alpha=.83$ ). Results show that it presents a satisfactory convergent and discriminant validity. Study 2, in which 964 primary and secondary school teachers were tested, confirmed the factorial structure of the TPFRS as well as its discriminant validity, which was tested with the Schutte Emotional Intelligence Scale-Short Form. In conclusion, our results confirmed that the TPFRS is a valid instrument for assessing teachers' protective factors of resilience and it can be safely used in future research and interventions in the teaching profession. In conclusion, our results showed that the TPFRS is a new multi-dimensional instrument valid for assessing teachers' protective factors of resilience and it can be safely used in future research and interventions in the teaching profession.

**Keywords :** resilience, protective factors, teachers, item response theory

**Conference Title :** ICPPW 2023 : International Conference on Positive Psychology and Wellbeing

**Conference Location :** Barcelona, Spain

**Conference Dates :** October 23-24, 2023