Editor-in-Chief,

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I am pleased to submit an original manuscript entittled " **Timely Promotion as a Motivation Factor for Job Performance among Pre-primary School Teachers: Observations from Tanzania**” couthored by Ndijuye, L.G. and Pambas, T.B. The study exploredthe role of timely promotion as a motivational factor among pre-primary school teachers. Findings revealed that though the primary responsibility of teachers was to ensure that children are holistically developing especially to improve academic performance. Achievement of this role solely depended on timely promotion and other motivational factors such as involvement of teachers in decision making, appreciation from educational officers, and good working conditions.

Please, consider it for publication in the *Journal of Early Childhood Studies* because of the following reasons: First, it specifically focused on one of the areas of interest of this journal; that is reports of research from a variety of paradigms and contexts. Second, early childhood education is one of least researched areas in sub-Saharan Africa, hence little is known about it from this region. This article will inform and broaden our understanding of various protective and supportive factors which has implications on children’s development and learning and contribute to existing knowledge base.

This manuscript has never previously been published, and is not under consideration in the same or substantially similar form in any other media. To my knowledge, there is no conflict of interests that exists. The author has followed your manuscript preparation guidelines in formatting, organizing and style. Please direct any comment, suggestion or question to me. My postal address, telephone number and email address are hereby given below. I am looking forward to hearing from you.

Yours sincerely

Laurent G. Ndijuye