

# **The Role of Private School Principals in Hebron Governorate in Enhancing the Job Security of Their Teachers from their Opinions**

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## **Abstract**

This study aims to identify the role of principals in Hebron governorate in enhancing the security of their teachers from the point of view of teachers. It also aims to identify the role of school principals in enhancing job security according to Gender, School level, and workplace. In order to achieve the objectives of the study, the researcher used the descriptive approach.

The study population has come from all teachers in the private schools in Hebron governorate. These directorates are (Hebron, North of Hebron, south of Hebron, and Yatta) for the school year (2017/2018).

The study population has Included (873) teachers. It consisted of (299) teachers. This number constitutes 34.2% of the sample population. They have selected by stratified cluster method. The researcher has used (SPSS) program to analyze the questionnaires.

The study has reached to number of results. The most important results are:

The study found that the level of the role of private school principals in enhancing job security is moderate. The results also indicate that there are no differences due to Gender variable, Type of school, Years of experience and Place of work.

While there are differences in the role of schools' principals in enhancing job security due to the variable of the Directorate, the Academic Qualification, and the variable level of the school. As a result, the study has recommended a number of recommendations and suggestions, including: Improving the status of job security in private schools through the establishment of fixed criteria to be adopted by the Ministry of Education in the case of retirement. Supporting private schools financially by governments. It is necessary to enact stable and reliable laws that protect the teachers' material and moral rights. It is necessary to have material and moral incentives provided by the administration of private schools in return for the achievements of teachers. The study suggests a comparative study of job security for teachers in private schools and public school teachers.