

بسم الله الرحمن الرحيم

الاحتياجات التدريبية لمديري المدارس
الأساسية والثانوية الحكومية ومديراتها في محافظة الخليل
وإدارة الوقت من وجهة نظر المديرين

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Abstract

Training Needs for Government Basic and Secondary School Principals at Hebron Governorate And Time Management From Principals Perspective

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This study aimed to identify the training needs for government basic and secondary school principals in Hebron Governorate and time management from principals perspective .

The study was represented by a sample of (305) principals, Consisting of (106) males and (199) females, from the Southern and northern Directorates of Education at Hebron Governorate, for the scholastic year 2001/2002.

To achieve the goals of this study, the following questions were presented .

- 1-What are the training needs for government basic and secondary school principals in Hebron Governorate from their respective perspectives?
- 2-Do the training needs for government basic and secondary school principals in Hebron Governorate, from their viewpoints, differ by gender basis ?
- 3-Do the training needs for government basic and secondary school principals in Hebron Governorate from their viewpoints differ by school stage basis ?
- 4-Do the training needs for government basic and secondary school principals in Hebron Governorate, from their viewpoints, differ by academic qualifications?

- 5-Do the training needs for government basic and secondary school principals in Hebron Governorate, from their viewpoints, differ by managerial experience ?
- 6-Do the training needs for government basic and secondary school principals in Hebron Governorate, from their viewpoints, differ according to the directorate ?
- 7-How much are government basic and secondary school principals in Hebron Governorate concerned with time management for various activities and tasks from their viewpoints?
- 8- Does time management for government basic and secondary school principals in Hebron Governorate, from their viewpoints, differ according to their gender?
- 9- Does time management for basic and secondary school principals in Hebron Governorate, from their view points, differ according to the school stage ?
- 10- Does time management for basic and secondary school principals in Hebron Governorate , from their view points, differ according to their academic qualifications?
- 11- Does time management for basic and secondary school principals in Hebron Governorate , from their view points, differ according to the managerial experience ?
- 12- Does time management for basic and secondary school principals in Hebron Governorate, from their view points, differ according to the directorate ?
- 13-Is there any relationship between training needs for basic and secondary school principals in Hebron Governorate and time management from their viewpoints?

The researcher used in this study (2) questionnaires depending on the available literature .The first one is on principals , training needs which consisted of (52) Items distributed on the following aspects :-

Administrative affairs, Technical affairs, student affairs, financial and supplement affairs , School constructions , School relation with the local community , Future planning and development.

The second questionnaire focused on time management and focused on (31) paragraphs covering administrative , Technical and human fields .

To determine the reliability of the instruments used ; the interior / consisteneg method (Cronbach , Alpha) .

SPSS used to find means of standard deviations, percentage , and correlation coefficient (Pearson) was also used.

To assume the validity of the instruments used, the two questionnaires were introduced to many professors and experienced workers in the field of educational management .

The study has reached the following conclusions:-

- 1-Principals have voiced a moderate needs for training in all The (7) fields of training needs , covered by the study .
- 2-Training needs for principals differ according to gender, as female principals claimed them more than males .
- 3-Training needs for principals differ according to school stage, as secondary stage principals claimed them more than basic stage principals.
- 4-Training needs for principals differ according to academic qualification , as B. A . holder claimed them more than diploma and higher studies holders .
- 5-Training needs for principals differ according to experience, the less experienced the more claimed , Results have indicated that the (1-5) year experienced group expressed more needs of training than (6-10) year and (10 year plus) groups.
- 6-Training needs for principals differ according to respective directorate, as Education Directorate, Northern of Hebron expressed more needs of training than its counterpart ,Southern of Hebron .

As regards to time management, results have indicated the following :-

- 7-Principals showed a great deal of concern to over time management in connection with various tasks and activities in all three fields covered by the study .
- 8- Male principals have a better time management than female principals .

- 9- Time management for school principals differs according to school stage, basic school principals showed more interest than secondary stage principals .
- 10- Time management for principals differs according to academic qualifications as higher studies group showed more interest in time management than diploma and BA, groups .
- 11- Time management for principals differs according to experience , more experiences the principal has better he/ she can manage time .
- 12- Results indicate no difference in time management due to the change of directorate .
- 13- Results indicate a link between time management and the necessity of principals need of training, as a negative correlation coefficient was noticed in a way that more interest the principals in time management, less need for training they showed.

In the light of the results that have been reached, the researcher offered recommendations of which were :-

- 1- Designing training programs for principals of government basic and secondary schools based on the needs unveiled by this study, especially for holders of B.A and short experienced principles .
- 2- Introducing computers, information, networks and programming specialized periodicals to school .
- 3- Holding planned periodical seminars to exchange experiences among principals .
- 4- Conducting similar studies for revealing the principals needs from teachers and supervisors perspectives.