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جامعة القدس
عمادة الدراسات العليا

إجازة الرسالة

دور مديري المدارس في دعم الاداء الصفي للمعلمين من وجهة نظر المعلمين
في محافظة بيت لحم.

هاني بطرس فريد عازر

الرقم الجامعي: 20714008

اسم المشرف: الدكتور كمال مخامرة

نوقشت هذه الرسالة وأجيزت بتاريخ 2011/5/8 من لجنة المناقشة المدرجة

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التوقيع: 

القدس _ فلسطين

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الاهداء

المن تقاسمني الحياة حلوها ومرها . . وتقف بجانبني أثناء طلبي للعلم . .

زوجتي الغالية

الأبنائي وبناتي

الأبي وأمي

الكل من ساءم معي في إنجاز هذه العمل . .

الكل مؤلاء أمدى ثمرة جهدي المتواضع مع المحبة والتقدير

الطالب : ماني عازر

إقرار:

أقر أنا مقدم هذه الرسالة بأنها قدمت لجامعة القدس، لنيل درجة الماجستير، وانها نتيجة أبحاثي الخاصة باستثناء ما تم الإشارة له حيثما ورد، وأن هذه الدراسة أو أي جزء منها لم يقدم لنيل أي درجة عليا لأي جامعة أو معهد.

التوقيع:



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الاسم: هاني بطرس فريد عازر

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Abstract
**The Role of School Principals to Support Teacher's
Class Performance from their Opinion in Bethlehem
Governorate**

By : Hani Boutros Fareed Azar
Supervision : Dr. Kamal Kalel Makamrah

This study aims at recognizing the role of school principals in supporting the teachers' performance in class from the teachers' perspective in the Bethlehem Governorate. Population of the study consisted of (2360) members, while the sample consisted of (354) members choose stratified randomly.

For the purposes of the validity of this study, it was introduced to (13) examiners. The reliability of the tool used in this study proved to be at a high credible level (0.98).

The results of the study revealed that: The role of the principal in supporting the teacher's performance was tremendous since it reached a high level. The degree of the principal's support for the planning was at a medium level; and support of planning and evaluation were at a very high. There are no differences in the role of principals in supporting the teachers' class performance connected to gender, educational stages, job qualifications. But there are differences in supporting teachers with educational qualifications especially those with a Bachelor's Degree, regarding the years of experience especially those with less than 5 years of experience in the field, in supporting the supervising party especially the public school teachers.

Based on the above mentioned results, this study recommends the following points to be taken into consideration: The principal should give more leeway for the teacher to be able to develop throughout his / her career, and support his / her classroom performance, to train teachers to progress in their performance in respect to the modern educational developments, the program should include continuous training for the principals in the following aspects: helping the teachers in developing remedial plans and writing daily plans, helping the teachers in analyzing the school curricula and writing test questions on the content of the material, helping teachers in implementing the subject concepts to serve the community, Providing the teachers with different evaluative techniques and learning how to develop the table specification rubric.

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رياض الأطفال في محافظات غزة لدور

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رياض الأطفال في محافظات غزة لدور

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(Cronbach Alpha

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(ANOVA)

" t-test " " "

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One Way Analysis of Variance

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| | 0.75 | 3.88 | | 29 |
| | 0.82 | 3.87 | | 39 |
| | 0.80 | 3.87 | | 20 |
| | 0.86 | 3.84 | | 22 |
| | 0.85 | 3.82 | | 45 |
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| | 0.89 | 3.75 | | 49 |
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| | 0.87 | 3.74 | | 53 |
| | 0.80 | 3.73 | | 48 |
| | 0.86 | 3.71 | | 58 |
| | 0.92 | 3.69 | | 52 |
| | 0.87 | 3.65 | | 55 |
| | 0.92 | 3.60 | | 51 |
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| 0.636 | 0.474 | 352 | 0.73 | 3.67 | 135 | | |
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| | | | 0.63 | 3.63 | 219 | | |
| 0.427 | 0.796- | 352 | 0.67 | 3.69 | 135 | | |
| | | | 0.63 | 3.75 | 219 | | |
| 0.925 | 0.094 | 352 | 0.65 | 3.77 | 134 | | |
| | | | 0.64 | 3.76 | 219 | | |
| 0.714 | 0.367- | 352 | 0.66 | 3.70 | 135 | | |
| | | | 0.60 | 3.72 | 219 | | |

$0.05 \geq \alpha$

(8)

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($0.05 \geq \alpha$)

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| 0.478 | 0.710- | 352 | 0.69 | 3.62 | 155 | | |
|-------|--------|-----|------|------|-----|--|--|
| | | | 0.66 | 3.67 | 199 | | |
| 0.962 | 0.048 | 352 | 0.60 | 3.73 | 155 | | |
| | | | 0.68 | 3.73 | 199 | | |
| 0.773 | 0.288- | 352 | 0.60 | 3.75 | 155 | | |
| | | | 0.67 | 3.77 | 199 | | |
| 0.866 | 0.169- | 352 | 0.59 | 3.71 | 155 | | |
| | | | 0.65 | 3.72 | 199 | | |

$0.05 \geq \alpha$

(9)

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($0.05 \geq \alpha$)

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(t-test) ()

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" t-test " " " : (10)

| 0.190 | 1.312- | 352 | 0.65 | 3.58 | 133 | | |
|-------|--------|-----|------|------|-----|--|--|
| | | | 0.68 | 3.68 | 221 | | |
| 0.201 | 1.281- | 352 | 0.66 | 3.67 | 133 | | |
| | | | 0.64 | 3.76 | 221 | | |
| 0.150 | 1.443- | 352 | 0.66 | 3.70 | 133 | | |
| | | | 0.63 | 3.80 | 221 | | |
| 0.139 | 1.484- | 352 | 0.63 | 3.65 | 133 | | |
| | | | 0.62 | 3.75 | 221 | | |

$\geq \alpha$

(10)

0.05

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$$(0.05 \geq \alpha)$$

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|------|------|-----|--|--|
| 0.63 | 3.66 | 53 | | |
| 0.66 | 3.70 | 242 | | |
| 0.76 | 3.43 | 59 | | |
| 0.65 | 3.66 | 53 | | |
| 0.64 | 3.78 | 242 | | |
| 0.71 | 3.60 | 59 | | |
| 0.58 | 3.65 | 52 | | |
| 0.66 | 3.82 | 242 | | |
| 0.65 | 3.67 | 59 | | |
| 0.63 | 3.64 | 53 | | |
| 0.61 | 3.77 | 242 | | |
| 0.67 | 3.57 | 59 | | |

$$0.05 \geq \alpha$$

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| 0.021 | 3.911 | 1.757 | 2 | 3.515 | | |
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| | | 0.449 | 351 | 157.714 | | |
| | | | 353 | 161.229 | | |
| 0.095 | 2.365 | 1.000 | 2 | 2.000 | | |
| | | 0.423 | 351 | 148.401 | | |
| | | | 353 | 150.400 | | |
| 0.099 | 2.329 | 0.969 | 2 | 1.939 | | |
| | | 0.416 | 350 | 145.695 | | |
| | | | 352 | 147.634 | | |
| 0.057 | 2.881 | 1.124 | 2 | 2.249 | | |
| | | 0.390 | 351 | 136.962 | | |
| | | | 353 | 139.211 | | |

$0.05 \geq \alpha$

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| 0.71 | 3.82 | 63 | 5 | |
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| 0.71 | 3.74 | 95 | 10-5 | |
| 0.63 | 3.55 | 196 | 10 | |
| 0.66 | 3.82 | 63 | 5 | |
| 0.66 | 3.80 | 95 | 10-5 | |
| 0.64 | 3.67 | 196 | 10 | |
| 0.68 | 3.89 | 63 | 5 | |
| 0.71 | 3.80 | 95 | 10-5 | |
| 0.60 | 3.71 | 195 | 10 | |
| 0.64 | 3.84 | 63 | 5 | |
| 0.66 | 3.79 | 95 | 10-5 | |
| 0.60 | 3.64 | 196 | 10 | |

$0.05 \geq \alpha$

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| 0.006 | 5.274 | 2.352 | 2 | 4.704 | | |
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| | | 0.446 | 351 | 156.525 | | |
| | | | 353 | 161.229 | | |
| 0.136 | 2.006 | 0.850 | 2 | 1.700 | | |
| | | 0.424 | 351 | 148.700 | | |
| | | | 353 | 150.400 | | |
| 0.118 | 2.151 | 0.896 | 2 | 1.793 | | |
| | | 0.417 | 350 | 145.842 | | |
| | | | 352 | 147.634 | | |
| 0.046 | 3.104 | 1.210 | 2 | 2.419 | | |
| | | 0.390 | 351 | 136.792 | | |
| | | | 353 | 139.211 | | |

$0.05 \geq \alpha$

(Tukey test)

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(Tukey test)

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| 0.000 | 3.831 | 352 | 0.65 | 3.72 | 266 | | |
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| | | | 0.69 | 3.41 | 88 | | |
| 0.003 | 3.051 | 352 | 0.60 | 3.79 | 266 | | |
| | | | 0.75 | 3.52 | 88 | | |
| 0.000 | 3.574 | 352 | 0.61 | 3.83 | 266 | | |
| | | | 0.68 | 3.55 | 88 | | |
| 0.001 | 3.510 | 352 | 0.58 | 3.78 | 266 | | |
| | | | 0.70 | 3.49 | 88 | | |

$0.05 \geq \alpha$

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(3.52) (3.79)

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الباحث: هاني بطرس فرید عازر

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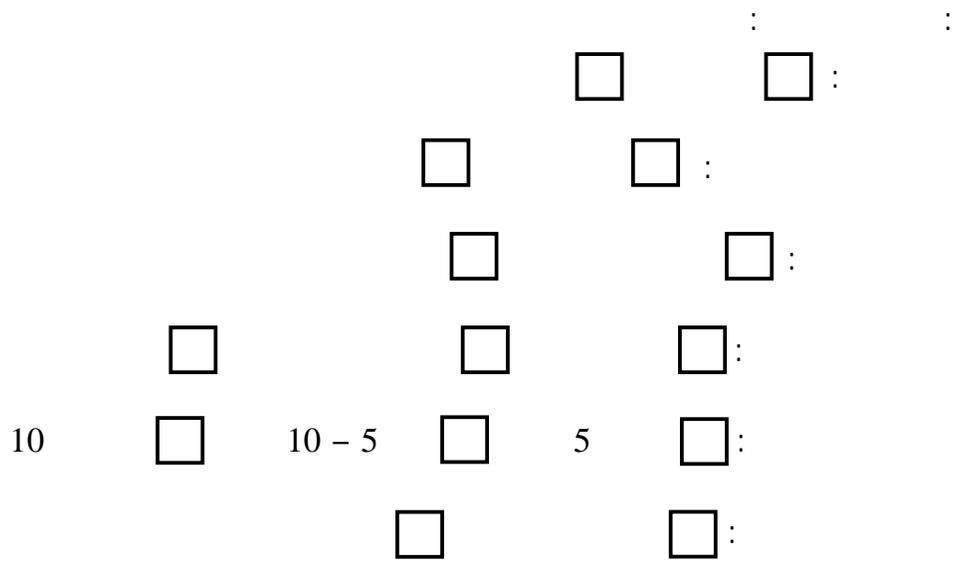
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بسم الله الرحمن الرحيم

Al-Quds University
Faculty of Educational Science
Graduate Studies Programs



جامعة القدس
كلية العلوم التربوية
برامج الدراسات العليا

الرقم: ب د ع / ٤ / ٦٨٢ / ١٢ / ١٠ / ٠٤
التاريخ: ٢٠١٠ / ٠٤ / ١٨

معالي أ. لميس العلمي المحترمة
وزيرة التربية والتعليم العالي - رام الله

الموضوع: تسهيل مهمة

تحية طيبة وبعد،،،
يقوم الطالب: هاني بطرس فريد عازر ورقمه الجامعي (٢٠٧١٤٠٠٨)، بدراسة تتعلق برسالة
ماجستير، بعنوان
" دور مديري المدارس في دعم الأداء الصفي للمعلمين من وجهة نظر المعلمين
في محافظة بيت لحم "

لذا يرجى من حضرتكم تسهيل مهمة الطالب المذكور أعلاه والتعاون معه.

شاكرين لكم حسن تعاونكم

والله الموفق


د. محمود أبو سمرة
منسق برنامج الإدارة التربوية / كلية العلوم التربوية

Tel 02-2799753 Fax 02-2796960 Jerusalem P.O. Box 20002

تلفون ٠٢-٢٧٩٩٧٥٣ فاكس ٠٢-٢٧٩٦٩٦٠ القدس ص.ب ٢٠٠٠٢

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بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ



المملكة الوطنية الفلسطينية
وزارة التربية والتعليم العالي
إدارة العامة للتعليم العام

Palestinian National Authority
Ministry of Education & Higher Education
Directorate General Of General Education

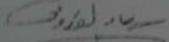
رقم : و / ٢٠
التاريخ : 2010/ 27
الموافق : 1431/ 5 / 15 هـ

السيد د. محمود أبو سمرة المحترم
مستسق برنامج الإدارة التربوية/ كلية العلوم التربوية - جامعة القدس
تحية طيبة وبعد ...

الموضوع: الدراسة الميدانية
الإشارة كتابكم رقم ب د ع/ 10/04/682/12 بتاريخ 2010/4/18م

لا مانع من قيام الطالب " هاني بطرس فريد عازر " من إجراء دراسته الميدانية بعنوان
" دور مديري المدارس في دعم الأداء الصفى للمعلمين من وجهة نظر المعلمين " وتوزيع
الاستبانة المعدة لهذه الغاية على معلمي ومعلمات مدارس مديرية التربية والتعليم/ بيت لحم ، وذلك
بعد التنسيق المسبق مع مدير التربية والتعليم فيها، على أن لا يؤثر ذلك على سير العملية التعليمية.

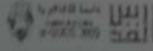
مع الاحترام...

أ. سعد القادوس

نائب مدير عام التعليم العام

سنة/ السيد مدير تربية والتعليم/ بيت لحم المحترم.
(الرجاء تسهيل المهمة)

سنة/ السيد ح. أبو
د ع/ ١٠





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إهداء التحية

Palestinian National Authority
Ministry of Education & HE
Directorate of Education \Bethlehem



السلطة الوطنية الفلسطينية
وزارة التربية والتعليم العالي
مديرية التربية والتعليم/بيت لحم

الرقم بت ب/1/3
التاريخ: 2010/5/2
الموافق: 19/جمادى الأولى/1431هـ

مديري ومديرات المدارس الحكومية والخاصة المحترمين
تحية طيبة وبعد،،،

الموضوع: تسهيل مهمة

لا مانع من تسهيل مهمة الطالب هاني بطرس فريد عازر والسماح له بتعبئة الاستبانة بعنوان
(دور مديري المدارس في دعم الأداء الصفّي للمعلمين) من قبل معلمي ومعلمات مدارسكم
على ألا يؤثر ذلك على سير العملية التعليمية.

مع الاحترام

أ.عبد الله شكرانة
مدير التربية والتعليم



التعليم العام
ن.ح/ب ن
هاتف: (00970-2741271/2) /فاكس (00970-2-2744392)



 **عاصمة الثقافة العربية**
Capital of Arab Culture
عاصمة الثقافة العربية



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