

## ABSTRACT

### The Impact of UNRWA's In-Service Training Program For University Graduates on Teachers' Educational Competencies as Perceived by Participating Teachers in the West Bank

This Study aimed to investigate the effect of the In-Service Training Program (E.P.), conducted by UNRWA for University graduates working in West Bank UNRWA schools, on the educational Competencies as perceived by the teachers participating in this program. This study has attempted to answer the following research questions :

1. What is the effect of the (E.P.) program on the planning competency of the participating teachers?
2. What is the effect of the (E.P.) program on the implementation of teaching competency for the participating teachers?
3. What is the effect of the (E.P.) program on the evaluation competency of the participating teachers?
4. Does the year of attendance have any effect on the educational competencies of the participants?
5. Does the gender of the participants have any effect on the educational competencies of the participants?
6. Does the number of years of practical educational experience have any effect on the educational competencies of the participants?
7. Does the field of specialization of the participants have any effect on the educational competencies of the participants?

The sample of the study consisted of 76 participants (which comprised 90% of the whole population) who were selected from a list of participants in 5 consecutive programs, over 5 years on the basis of stratified sample in accordance to the year of attendance and area of specialization.

To collect relevant data, the researcher used a questionnaire designed in the Likert-scale form. The 50-item questionnaire covered three

major pedagogical competency domains: planning, implementation, and evaluation. The data collection instrument was tests for its psychometric properties, including construct and concurrent validity, test-retest reliability, and internal consistency. Data collected were analyzed using S.P.S.S. and the following results were obtained :

1. The (E.P.) program had a high degree of effect in terms of the three investigated educational competencies as they related to UNRWA teachers who participated in the program conducted in the West Bank.
2. The participants' year of attendance in the (E.P.) program and their field of specialization had no statistically significant effect on the educational competencies of the participating teachers.
3. Gender of the participants in the (E.P.) program had an effect on the educational competencies of the participating teachers. In particular, male teachers believed that they benefited more from the (E.P.) program.
4. The participants' number of years of practical experience had statistically significant effect on the participants' acquired educational competencies: those with less experience believe the (E.P.) program benefited them more.

The researcher furnished several recommendations :

1. Continuation of the (E.P.) program for the university graduates at the UNRWA schools so that they improve the planning, implementation, and evaluation competencies .
2. Proposing the program to Palestinian National Authority officials with the purpose of its implementation in in-service training programs for teachers of governmental schools .
3. Encouraging the participatory approach for program evaluation, for its value in enhancing the validity of program evaluation.