

Abstract

The Criteria of Jerusalem Public Schools' Principals ' Performance Appraisal From the Teachers and Principals'

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The purpose of this study was to investigate the extent of using the criteria practiced by public school principals in Jerusalem in evaluating teachers, from the teachers' and the principals' perspectives, considering the variables of: (gender, scientific qualifications, experience) .

A stratified random sample that consisted of (434) teachers was selected from the study population of (727) teachers, and all the (39) principals in the year 2011-2012. To accomplish the study's objectives, the researcher constructed a questionnaire consisting of (63) items, that were distributed into five domains.

To ensure the content validity of the questionnaire, it was checked by 11 experts in education. Thereafter reliability was tested according to the coefficient of internal consistency Cronbach's alpha which was (0.991).

Analysis of the aforementioned questionnaire, was done by using the statistical package for social sciences (SPSS). Furthermore content analysis of the interviews, focus groups and the evaluating tool used by principals was made; and both revealed the following results.

1. There were significant differences at the level ($\alpha \leq 0.05$) between the mean of teachers attitudes according to teachers' gender, in the four domains and in the total score of the questionnaire.
2. There were no significant differences due to the experience, or the qualifications of teachers in all domains.

3. Teachers believe that the principals are using the criteria of evaluating teachers in the study moderately in all domains.
4. Principals believe that they use heavily the criteria of evaluating teachers of the study in all domains.
5. As it turned out, the use of principals for a number of criteria to evaluate teachers, is different from what is found in the teachers' evaluation instrument used by principals.
6. There is number of criteria that are not clear, neither for teachers nor for principals.

Based on the study findings it was recommended to: conduct other qualitative and quantitative studies in the field of evaluating teachers; review the evaluation tool prepared by the Ministry of Education and used by principals. Train teachers and principals on the usage of each criteria in the mentioned tool; in addition to supporting teachers to get involved in conferences or in conducting research. Ultimately, promote teachers' professionalism, as well as develop the relations with the community, namely communication and networking.

الفصل الأول

المقدمة