

The Extent of Implementing the School's Development Plan from the Point of View of Supervisors

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Abstract--- Educational systems in all Arab countries seek to improve performance, and for this purpose they aim to liberate schools from the hegemony of the central pattern in planning and management, a pattern that has prevailed for decades because of the political and economic conditions in the world. Passed The decentralized approach to school planning and management is consistent with the nature of the transformation that Arab societies have witnessed for a while, especially in our country, Iraq, where the goal has become to expand the area of responsibility in performance evaluation, to see the extent of development in performance and discover glitches so that quick solutions can be found.

Keywords--- Extent of Implementing, School's Development, Point of View.

I. CHAPTER ONE

Research Problem

Strategic planning is considered one of the modern management concepts, as it is an effective tool to achieve long-term goals, enabling institutions to define their current and future capabilities in a way that guarantees them success in a world characterized by change and continuous complexity, and to identify the reality of educational planning, and to identify the most important problems faced by this sector When applying educational planning tools and mechanisms

Although many countries were very optimistic about the ability of comprehensive planning in general, and administrative in particular, to achieve goals that cannot be reached without it. Accordingly, the research problem may lie through surveying information from a group of supervisors about the schools 'ability to understand and apply quality assurance standards (the development plan) showing a clear weakness of these standards. What is the extent of applying the development plan in schools from the point of view of supervisors?

Therefore, in order for the planning process to succeed, a strategy must be defined that includes setting clear goals, prioritizing, providing material and human capabilities, predicting future possibilities and different circumstances, inclusion, realism, flexibility, follow-up, evaluation, and evaluation.

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Importance of the Research

The importance of this study stems from the fact that it is looking at one of the relatively recent administrative issues, which is the development plan and the factors affecting it and its role in increasing the performance of workers, as this concept is considered recent, so subjecting it to field study gives it more importance, especially in light of the various technological, economic and policy conditions and changes, Which requires adopting the concept of planning from an applied perspective to keep pace with the accelerating environmental changes.

Research Objectives

The current research aims to identify the extent of applying the school's development plan from the point of view of the supervisors.

Research hypothesis

There is no statistically significant difference from the arithmetic mean of the supervisors' scores for the measuring instrument and the hypothetical mean at the level of significance (0.05).

Research Limits

- Spatial limit: General Directorate of Education, Baghdad, Karkh 2
- Time limit: 2016-2017
- The substantive limit: The extent to which the school's development plan has been implemented from the point of view of the supervisors.

Defining Terms:

Strategic Planning

It is the process by which a strategy is developed, and includes strategic analysis and selection

And identifying alternatives, and is concerned with finding coherence and consistency between the strategic and interim goals and the short objectives, in a way that ensures that all the efforts scattered are directed towards achieving the personal and long-term goals identified in the best way and costs.

II. CHAPTER TWO

Measures Search

This chapter includes the procedures followed in achieving the goals of the research in terms of defining the research community and its sample, preparing the measurement tool, calculating the honesty with its various indicators, calculating stability and the final application of the measurement tool and extracting results using the appropriate statistical means.

Approach taken in the search

Follow the researcher a n research methodology descriptive, one of the methods of scientific research and moving the researcher by this approach in accordance with the steps the way scientific, and highlights the importance of style descriptive in being the only way possible to study some humanitarian issues ,as determined

by the applied design in any research on according to his problem and objectives ,which seeks to achieve (Obeid and others ,date) (184 - 183 : Jaber Kazim (177 : 1989)

Research community and appointed

The current research community is determined by the supervisors and supervisors of the Second Directorate of Education of Karkh in Baghdad, and they are (213), where the researcher chose 20% of the research community, and thus the research sample reached (43) supervisors and supervisors, and they were chosen in a simple random manner.

Tool measuring

A - Read the literature and previous studies

The researcher has now determined the paragraphs of the development plan measurement tool in its initial form, amounting to (30) paragraphs.

B- The first exploratory study

The researcher randomly chose for (20) supervisors and supervisors next to the second Karkh and distributed them to open a questionnaire asking him to specify the paragraphs that indicate the extent of the application development plan from the point of view of supervisors. Thus, the researcher determined the paragraphs that were obtained through the previous two steps, which amounted to (30) paragraphs, which It will be presented to the experts, as the sample of the survey did not add any additional paragraph to the first survey.

Honesty

The sincerity of the tool one of basic concepts in the field of psychological measurement known honesty as a measuring instrument of what is designed to measure, as it is supposed to measure the tool feature that is designed to measure and another feature other or feature another plus her (Chaib 94 :2009) To check the veracity of the search tool current He has the winnings tha n calculates the following indicators:

Virtual honesty :face validity

This method is based on the idea of exploring the opinions of rulers. It is stipulated that the specialized judgment must have evaluated the relationship of each paragraph of the measuring tools to the ability or the attribute to be measured, after clarifying the meaning of the attribute or ability in a procedural way (Abdel Rahman, 2008: 201). And to verify the apparent honesty, the researcher reached the study of defining the third domain, and a tool was measured on a group of experts in the field of (educational management, guidance and guidance) and reached (5) experts, to make sure of the following:

1. The validity of the paragraphs in measuring the extent of application of the development plan
2. Amendment paragraphs that need to be modified
3. Delete paragraphs that are not valid for measuring the measured attribute
4. Adding what can be added from paragraphs

After calculating the answers of the paragraphs, the following was found:

1. The validity of all paragraphs of the measuring instrument, as it obtained 80 % or more of expert opinions
2. The experts did not add any paragraphs to the paragraphs of the measuring instrument.

Thus became the number of paragraphs in its final form, which will be statistically analyzed to calculate its discriminatory transactions and sincerity (30) vertebra.

Statistical analysis of paragraphs measurement tool

Paragraph analysis is like a server for building tests, which is the process of testing respondents 'responses to all test items in order to judge the quality of the paragraph, specifically what the individual looks at, which is the difficulty of the paragraph and its discriminatory ability as well as the effectiveness of each alternative Marcins and Lehman (2003: 220) to achieve this, The researcher applied the measurement tool to a sample of (150) supervisors and supervisors randomly chosen from the supervisors and supervisors of Baghdad City to the second directorate of Karkh Education.

One of the most common methods used in psychological scales is to use the two extreme groups and the relationship of the vertebra with the overall score of the measuring instrument to maintain good vertebrae and exclude weak vertebrae. "Anastase" indicated that each paragraph related to an external standard or internal standard is one of the indicators of the homogeneity of the paragraphs and their sincerity and the best internal standard is the total score of the measuring instrument (Anastasi, 1988: 209) The researcher explained that the statistical analysis of the paragraphs by calculating the following indicators:

1. The Discriminative Force of Paragraphs.
2. The relationship of the paragraph to the total score.

The Discriminatory Power of Paragraphs

A distinction paragraph is one of the important characteristics of plants in analyzing paragraphs, a paragraph that helps determine its ability to distinguish between responders with higher grades and subjects with lower grades (Nabhan 2004: 196) and the calculation of the tool for measuring the strength of differential paragraphs, the researcher using the two extremes where this method requires determining two points A cut in the internal test used, which is the total result of each form of statistical analysis forms, where the total sample of statistical analysis reached (150) supervisors and supervisors, their grades were ranked from the highest degree to the lowest degree, then (41) forms were chosen for the degrees for me And (41) forms from the class The world, and therefore the number of the highest group (41) and the lower group (41) arrived. Therefore, paragraphs for which the calculated T-score was equal to or greater than table value (2,000) were kept at the significance level (05)., 0) as shown in Table (1)

Table (1) Parameters of Parameters of Measurement Tool

No	Maximum		Minimum		Calculated	Tabular
	The average Arithmetic	standard deviation	The average Arithmetic	standard deviation		
1	1,777	0,427	0 1,27	0 0,46	3,370	2,000
2	1,555	0,311	1,500	0,331	3,220	
3	1,611	0,401	2,000	2,441	3,502	
4	1,324	0,422	1,222	0,345	3,199	
5	1,602	0,622	1,622	0,544	4,011	
6	1,333	0,502	1,302	0,499	3,001	
7	1,233	0,400	1,200	0,399	2,990	
8	1,200	0,339	1,199	0,300	2,670	
9	1,550	0,411	1,500	0,414	3,219	
10	220,1	0,401	1,200	0,494	2,699	
11	1,700	0,399	1,222	0,460	3,222	
12	1,601	0,511	1,550	0,500	2,312	
13	1,200	0,399	1,195	0,299	2,960	
14	1,550	0,411	1,499	0,400	3,200	
15	1,611	0,501	2,000	0,540	3,501	
16	1,710	0,444	1,699	0,400	3,299	
17	1,550	0,299	1,500	0,250	3,190	
18	1,233	0,400	1,200	0,339	2,990	
19	1,310	0,340	1,299	0,300	3,010	
20	440,1	402,0	400,1	399,0	222,3	

Relationship of the paragraph to the overall degree

Although finding the discriminatory force using the two extremist groups, which is one of the indicators of the sincerity of the building, it may not be a clear picture of the homogeneity of the paragraphs in measuring the behavioral phenomenon, so the researchers adopted the total score of the test itself as a test for the validity of its paragraphs, and this method is summarized by calculating the Pearson correlation coefficient. Between the degree of the paragraph from one side and the total score of the scale of the statistical analysis sample of (150) supervisors and supervisors (Attia, 2010: 92) (Nabhan, 2004: 201). It became clear that the paragraphs were statistically significant at the level of its significance (50, 0), and the degree of freedom (149), as the tabular value reached (0,194) at the level of significance (0.05). Table (2) illustrates this.

Table (2) Paragraph honesty transactions

No.	Calculated correlation coefficients	
	Calculated	Tabular
1	0.226	0,194
2	0,297	
3	0.301	
4	0.222	
5	0.340	
6	0.431	
7	0,200	
8	0.205	
9	0,322	
10	0,402	
11	0.255	
12	0.220	
13	0,400	
14	0.399	
15	0.21	
16	0,302	
17	0.222	
18	0.444	
19	0.332	
20	0.299	

Reliability

The concept of the stability of the degrees of the measuring instrument means the extent of its lack of irregular errors in the measurement, i.e. the extent of the measurement of the instrument to the true amount of the attribute that it aims to measure, then the degrees of the scale are fixed Reliable if the tool measures a certain feature in a consistent measure, then stability in this sense means consistency or accuracy in measurement (Allam, 2000: 131) For the purpose of obtaining consistency, the researchers adopted the following method: -

1- Test-Retest

It indicates the degree of consistency of the measurements achieved on the scale from time to time upon re-application. The stability of the tool means checking the extent to which the degree of each member of the consistency group is approaching at some point in the degree to the same instrument in the event of re-application at another time, and this method is summarized by applying the tool to the members of the research group and waiting for an appropriate period of time then re-application to the group itself and calculating the correlation coefficient between the degrees of individuals in the two application times on the same group and calculating the correlation coefficient between the degrees of individuals in the two application times. The extracted correlation coefficient is called the stability coefficient (Al Shayeb, 2009: 105) as the researchers applied the measurement tool to a sample of (25) supervisors and supervisors who were chosen The way Aphrodisiac and then they re-applied to the same sample after two weeks and then the researchers used the Pearson correlation coefficient to measure the relationship between the two application levels and it was found that the correlation coefficient D was significant as the calculated value reached (0,81) which is greater than the tabular value of at the level of significance (05, 0) as shown in table (3).

Table (3) The stability of the measuring instrument

Significance level	Coefficient of stability	Way
05,0	81 ,0	exam REPETITON

Sample clarity paragraphs of the scale

After checking the veracity of the scale by the researchers to study the exploratory fourth sample of (15) and honorable supervisor randomly selected from among the administrators and supervisors of the city of Baghdad - alkrkh the second and put the researcher a n necessary instructions to clarify how to answer the measurement tool included the sample urged the answer to the paragraphs of the scale without Neglecting any answer. The aim of the study was:

1. Calculate the time required for an answer.
2. Knowing the clarity of the paragraphs for male and female respondents.
3. Knowing the clarity of instructions for the supervisors and supervisor's respondents.

The results of the study were positive, as there was no inquiry from the respondents, and the specified time for the answer was (20) minutes, and the supervising supervisors showed a clear understanding of the instructions and paragraphs .

Description tool measurement: researcher An alternative for each paragraph of the measurement tool which is) satisfying ,do not meet (The degree of measurement tool as follows (2 ,1) you shall take- :

1. Grades for the completed alternative
2. Degree for the non-fulfilling alternative

Thus, the total score for the measuring instrument ranged between (33) as the lowest degree and (66) as the highest degree and with a hypothetical mean (45) degrees and as shown in Appendix (1)

Application final instrument of measurement

After the researcher verified the n of sincerity measuring instrument and stability they have applied to the sample application has lasted for five days as it began on Sunday 28 - 2017 / 5 / on Thursday 2017 / 6 / 4 ,

Statistical methods

To extract the results, use the surveyor that the statistical bag) spss (I have used the following statistical methods:

- 1 - Pearson correlation coefficient (person - relation ship)
- 2 - T-test for two samples of equal size (T-Test)
- 3 - Altaia test sample and the community

III. CHAPTER THREE

Presentation and discussion of results

This chapter presents the results of the researcher with a goal that was presented in the first chapter using the statistical methods described in the third chapter, which were discussed and interpreted in light of previous studies and the theoretical framework presented in the second chapter and then to reach a set of recommendations and proposals in detail: The research goal: - Knowing the extent of applying a plan Development from the point of view of supervisors, and by checking the following zero hypothesis, there is no statistically significant difference between the average score for supervisors. 'On the measurement tool and the default mean at the significance level (0, 05)

To verify the validity of the null hypothesis, researcher Tha Al-Ta'i used a test for one sample, and observed the result to reject the zero hypothesis and accept the alternative that states that there is a statistically significant difference between the average of supervisors 'scores and the central hypothesis on a measuring instrument at the level (05, 0), where the value reached The calculated test for T (5,169) is greater than the tabular value (021). 2) The degree of freedom (n - 1) shown in Table (4)

Table(4) The value of the T-test for the null hypothesis

Significance level	T value		Variance	standard deviation	SMA	Hypothetical mean	the sample
	Tabular value	Calculated value					
05,0	2,021	5,179	83,49	9,137	52,390	45	43

Calculated value <tabular value and in favor of the arithmetic mean

IV. CHAPTER FOUR

Conclusions

There are statistically significant differences between the arithmetic mean and the theoretical mean for the measuring instrument.

Recommendations

Holding workshops or seminars to sensitize the educational community, including teachers, teachers and social workers, on the importance of implementing the development plan

Proposals

Conducting a study on the extent of application of the development plan and its relationship to some variables.

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THE APPENDICES

S/ Questionnaire

The researchers intend to conduct their research tagged with (the extent to which the school’s development plan is implemented from the point of view of supervisors), and with a view to identifying the school’s implementation of the development plan on the basis of comprehensive quality standards, supervisors are kindly requested to follow schools and fill out the questionnaire objectively so that we can study the reality of the application to come up with recommendations that aim to develop school work.

The researchers 2018

The name:

Workplace:

Specialization:

The name of the school that was set up:

Its location:

Date:

Signature of the supervisor:

The school:

Telephone number:

District:

Notes	Not fulfilled	Completed	Paragraphs	field
			There is a document for the school with a clear and scientific vision to raise the level of student performance, by involving all employees.	First : vision ,strategic planning and quality assurance
			There are records of the work of the committees and the administration’s visit to evaluate the educational workflow to ensure the quality of education.	
			The objective school adopts self-evaluation, and this is evident in the evaluation form.	
			The school's development plan is based on developing work according to a timetable, and a sufficient amount of ambition to improve the quality of educational work.	
			The school provides an educational environment based mainly on the interaction between management, workers and students ,with the aim of enriching students' education and thus displaying distinctive outcomes.	
			The school administration has the ability to interact positively with the school community and with parents.	
			The school has a clear vision of using modern methods of teaching and learning, supporting and developing them.	

			The school administration has the ability to draw up a plan that meets its financial needs and aims to develop its buildings and health facilities.	Second : Management
			The school sets the class schedule ,in a manner that covers all specialties and ensures that the teachers perform professionally.	
			The participation of teachers and workers in the courses ,and follows up their reports regarding their participation and their ability to transfer the experiences gained from the course to the school.	
			The school atmosphere is characterized by interaction, harmony and problem solving ,objectively, scientifically and unanimously.	
			The administration shall hold periodic consultative meetings to face challenges and draw plans.	
			The school works to adopt methods and methods of modern education ,and it employs modern technologies effectively to enable students to participate and enable them to self-learn.	Third : Teaching and learning
			Teachers work to enhance education through the use of their knowledge and familiarity with their specialization.	
			Teachers make study plans according to the needs of students ,which are appropriate to the curriculum and can be applied, and assess their goals.	
			Teachers interacting with students, discuss and listen to their proposals ,and aim to support the educational environment through cooperation and respect mutual.	
			The school emphasizes on teachers to take into account individual differences between students ,and to demonstrate and develop their academic capabilities.	
			The school has procedures for self-evaluation and evaluation of students ,and works to give them the necessary feedback to correct their paths, to suit the school's tests so that the results are accurate.	Fourth : Attention and support for students
			1. The school has a positive environment to support behavior, validation, and respect for values, beliefs, and good citizenship.	
			2. The school works to hold seminars to explain the principles of human rights, with the aim of promoting students' rights to education and respecting different opinions.	
			3. The school has various classroom activities aimed at supporting the creative psychological, physical, social and artistic development of students.	
			4. The school works to support people with special needs, for example in multiple magazines (applying the law for people with special needs, developing programs and aids for them	
			5. The social researcher has a clear vision in supporting the psychological side of the students, and there is also a record of special cases aimed at finding appropriate treatments.	
			6. The school has an active role in activating school health and activating the role of the health coordinator.	

			7. There are workshops in the school that develop students' future abilities and tendencies.	
			1- The school has an active parent council that meets regularly.	Fifth : Partnership with the community
			2- The school has a plan to attract community partnerships represented by families, civil organizations, government institutions, and effective personalities in the local community.	
			3- The school aims to use the media and social media to develop community work and improve community partnerships.	
			1- Students have a good awareness of avoiding risks and caring about the health aspect.	Sixth : Results and outputs
			2- There is an atmosphere of intimacy, cooperation, and compassion among students in the school environment.	
			3- The academic performance of students is characterized by continuous development and improvement, and this is evident through periodic results.	
			4- Parents praise the educational level provided by the school, according to what was proven in the records of the parents' meeting.	
			5- The school has research and creative activities through external partnerships or scientific competitions at the school.	