The Role Of School Leadership In The Identification Of Training Needs From The Perspective Of Secondary School Teachers, Dammam Area, Saudi Arabia

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Abstract

The present study sought to determine the level of interest in school leadership in the Kingdom of Saudi Arabia to identify training needs for secondary school teachers, and the effectiveness of training programs for teachers, and to identify significant differences in the estimates of school leadership depending on a number of variables.

The research used descriptive analytical method for the appropriateness of the nature of the problem and the current research objectives, and study sample consisted of teachers of secondary schools in Dammam region, Saudi Arabia and numbered (48) Teachers. Researcher has developed Questionnaire consisting of (55) Phrases at it divided into two parts: the level of interest in identifying the training needs of teachers, and the effectiveness of training programs for teachers.

Results showed that school leadership in Saudi Arabia interested in identifying the training needs of the teachers "moderately", where arithmetic average (3.392), shows that the highest areas of interest to the school leadership in the identification of training needs of teachers was "identifying deficiencies in performance helps to determine the nature and type of training needs, then School leadership applied participation principle to ensure the functioning of the educational process successfully, then school leadership is keen identify deficiencies in performance on an ongoing basis, then School Leadership is working to clarify the educational goals to be achieved."
The results showed that training programs for teachers of secondary education in Saudi Arabia effective "moderately" point of view of school leadership, where arithmetic average (3.218), and the highest level of effectiveness of training programs were "quality of training depends on the prior plan", then "Trainers are responsible for training programs", then "some good programs are not held only once in each semester," then "the absence of system Oblige Teachers to attend training programs."

The results showed that there is a positive correlation statistically significant ($\alpha \leq 0.05$) between the interest of school leadership in Saudi Arabia identifying training needs of secondary stage teachers and effectiveness of training programs for teachers, and on statistically significant differences ($\alpha = 0.05$) in the effectiveness of training programs provided for teachers secondary stage in Saudi Arabia due to the variables: age years of experience, functional level, and specialization. And the presence of statistically significant differences ($\alpha = 0.05$) in the level of interest in school leadership in Saudi Arabia to identify the training needs of teachers due to the variable experience for the benefit of experienced "more than 20 years." There were no significant differences on this part to the variables age and level Career grade and specialty.

After the completion of viewing the results and discussed the researcher presented a set of Recommendations are as follows:

- Interest in the study and inventory of the training needs of the teachers continuously according to the incident variables in the educational field.

- The formation of committees involving teachers when choosing or designing training programs for them.

- The work of various categories of training programs for teachers according to the specialization and target area of these training programs.

- Use the expertise of the different mechanisms including domestic and foreign to study the training needs.

- Interesting educational leaders in the Kingdom of Saudi Arabia to provide courses
- Diverse training for teachers in various stages and different disciplines and be of high quality.

- Concentration of school leadership in Saudi schools to repeat a good programs for the teachers, because the current trend is to hold programs once quarterly regardless of the quality of these programs.

- Design a timetable for training programs provided by the educational field in Saudi Arabia, according to scientific.