Constructing a Tool to Measure the Performance Effectiveness of Elementary School Principal in Qatif Province of the Kingdom of Saudi Arabia in view of International Standards

A Thesis Submitted in Partial Fulfillment of the Requirements for the Master's Degree in Educational Measurement and Evaluation

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Abstract

The aim of study was to construct an objective tool to measure the performance effectiveness of the principal in elementary schools of Qatif in the Kingdom of Saudi Arabia in view of some international standards.

The author used the descriptive method of research to construct a 58-item questionnaire. Items of the questionnaire measure the basic roles of the school principal in the following domains: Leadership, Administration, Supervision, Planning, Assessment, and area of Human Relationships. The questionnaire was adequately validated with appropriate methods.

Results of the study showed a high value of the mean ratings of the performance effectiveness of the principal in elementary schools of Qatif in all domains of study, and in the instrument as a whole.

Significant statistical differences ($\alpha=0.05$) were found in the mean ratings of the study sample of the performance effectiveness of the principal in elementary schools that are attributed to gender in favor of women. Significant statistical differences ($\alpha=0.05$) were also found that
are attributed to level of scientific qualification, and level of educational qualification in the areas of relationships with students, assessment and human relationships. No statistically significant differences ($\alpha=0.05$), however, were found in the mean ratings of the study sample of the performance effectiveness that are attributed to professional experience.

In the light of these results, the researcher recommends that the developed tool in this study be used in order to pinpoint the strengths and weaknesses in the principal's performance in school in view of the recent developments and international performance standards.

The use of the developed instrument in the study to reconsider the current regulations of job performance of employees in conjunction with the future vision of education in the Kingdom of Saudi Arabia is also highly recommended.

**Key Words:** International Standards, Performance Effectiveness, School Principal, Elementary School, Kingdom of Saudi Arabia, Qatif Province.