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نظام اختيار وتدريب المشرفات التربويات
في المملكة العربية السعودية - دراسة
تحليلية تقويمية

رسالة مقدمة من

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نظام اختيار تدريب المشرفات التربويات في المملكة
العربية السعودية : دراسة تحليلية تقويمية

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**The system of selecting and training the female
Educational Supervisors in Saudi Arabia – An
Analytical, Evaluative Study**

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**The system of selecting and training the female
Educational supervisors in Saudi Arabia: An Analytical,
Evaluative Study.**

Educational Supervision is considered a technical, field, systematic process. It is performed by some leaders who have the experience and the scientific and educational ability that qualify them to help those females who are in the site of instructional and educational work and helping them to acquire the vocational, cultural and behavioral development. This increases the greatness of responsibility and the importance of the thesis and its need to an aware, perceptual leadership that knows about all the aspects of the instructional process and its requirements. Thus, the present study searches in analysing and evaluating the system of selecting and training the female educational supervisors in Saudi Arabia.

In spite of the attention given from the “General Headship for Girls’ Education” to selecting and training educational supervisors, yet there is shortage in this selection and that training. Thus, the research problem was defined in the following questions:

- 1- What is the intellectual prospective to both of the contemporary educational supervision and selecting and training the female supervisors?
- 2- What is the reality of the system of selecting and training the female educational supervisors in Saudi Arabia?
- 3- What are the strengths and weaknesses in this reality, compared with the standard conditions of the system?

4- What are the alternative procedures to the system of selecting and training the female educational Supervisors in Saudi Arabia?

5- What is the suggested alternative to develop the system of selecting and training the female educational Supervisors in Saudi Arabia?

The limits of the research were constricted to the female educational Supervisors (Subjects Supervisors + School administration Supervisors).

The aims of the research were represented in the following:

1- Analysing the intellectual prospective of both the contemporary educational Supervision and selecting and training the educational Supervisors.

2- Analysing the reality of selecting and training the female educational Supervisors in Saudi Arabia.

3- Analysing and evaluating the range of the efficiency and effectiveness of selecting and training the female educational Supervisors.

4- Presenting a suggested view to developing the system of selecting and training the female educational Supervisors in the General Headship for Girls' Education".

The research depended on the "systems analysis technique" as an approach to this research which proceeds according to the following steps:

1- Describing the present system stage (imagining the system or the world of the problem) i.e. studying the problem which the research deals with as a system. This is done through collecting information and data related

to the components of the system of selecting and training the female educational Supervisors in Saudi Arabia by referring to the laws and decisions and the historic background of the system.

- 2- Diagnosing the present system and discovering its shortages through the field study of this reality.
- 3- Defining the alternatives by an analytical, evaluative study of the system of selecting and training the female educational supervisors in the light of its standard conditions.
- 4- Comparing the alternatives and choosing the best alternative. On reaching the alternatives at the third level, it becomes expected for the researcher to choose the appropriate and the most suitable alternative to the reality of the Saudian Society, the nature of its dominant educational system and the dominant level of ambition for the development. This is based on designing a system instead of the present one, and this is done through the following procedures:
 - Designing the alternative system.
 - Analysing the environment in which the alternative system operates.
 - Suggesting the required procedures for developing the system of selecting and training the female educational supervisors followed in the “General Headship for Girls’ Education” in Saudi Arabia to an open, new system – evaluating the alternative system.

The research included seven chapters, as follows:

- 1- **Chapter one:** Defining the general framework of the research, which includes: an introduction-the research problem – the research limits – the research aims – the importance of the research – the previous studies – the research approach – the sources of the research – the tools of the research – the terminology of the research – the steps of the research.
- 2- **Chapter two:** Defining the theoretical framework of the research which deals with the intellectual prospective for the educational supervision and selecting and training individuals for its functions.
- 3- **Chapter three:** Describing the present system (imagining the world of the problem). It includes an analytical study for the system of selecting and training the female educational supervisors in Saudi Arabia through the field study.
- 4- **Chapter four:** Diagnosing the present system through the field study of the reality of the system of selecting and training the female educational supervisors.
- 5- **Chapter five:** Evaluating the present system of selecting and training the female educational supervisors in Saudi Arabia.
- 6- **Chapter six:** Defining the alternative procedures for the present system and choosing the best alternative.
- 7- **Chapter seven:** Defining the suggested alternative.
From the most important results of the research:
 - **Firstly:** The positives of the present system of selecting and training the female educational supervisors:

- 1- It fulfills most of the aims of the educational supervision, from the point of view of the research sample.
- 2- The true attempt to make the supervisory jobs Saudian ones.
- 3- Imposing some regions to implement an on the job training course for the newly appointed and the supervisors.
 - **Secondly:** The weaknesses of the present system for selecting and training the educational supervisors:
 - 1- There is shortage in the system of selecting the female educational supervisors.
 - 2- There is shortage in training the female educational supervisors which causes them to be away from all the new happenings on the educational view.
 - 3- The decline of the level of the female educational supervisors' practices for the new approaches in educational supervision.
 - The weakness in the preparation and qualification for the jobs of the educational supervision.