

ORIGINAL PAPER (ARTIGO ORIGINAL)

DESCRIPTION OF EVALUATION INDEXES FOR PERFORMANCE OF PHYSICAL EDUCATION TEACHERS

Seyedeh Azra Mirkazemi¹, Mahdiye Hossein Aliyani¹, Mohammad Kashtidar¹, Mehr Ali Hemmatinezhad²

1- Department of Physical Education & Sport Science , Birjand University, Birjand , Iran.

2- Department of Physical Education & Sport Science, Giullan University , Rasht , Iran.

Corresponding author:

Seyedeh Azra Mirkazemi

p. o. Box : 1438

Physical Education & Sport Science Faculty

Birjand university

Birjand , IRAN

00985612502203(Tel)

00985612502042 (Fax)

somirkazemi@yahoo.com

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ABSTRACT

MIRKAZEMI, S.A. ; ALIYANI, M.H. ; KASHTIDAR, M. ; HEMMATINEZHAD, M.A. Description of evaluation indexes for performance of physical education teachers. Brazilian Journal of Biomotricity. v. 6, n. 1, p. 33-42, 2012. This paper presents evaluation indexes for performance of physical education teachers, because they play a vital role in the training and education. Research society include all of experts in the school sporting affairs , that we select them purposely .we use to research from self-designed question air and its validity by consensus of experts .we use Alpha cronbach correlation (0.78) for its reliability. Based on the experts opinions (Delphi method), we modify them during four stages. After modifications of each stages, we suggest another modification to them and finally, we reach to a consensus based on the Kendall coefficient ($w=0.702$) regarding to evaluation indexes. The results show that among 40 proposed indexes. In the 9 dimensions, 8 indexes are very necessary and 4 indexes are less necessary. Teacher evaluation needs to compile standard, thereby we evaluate performances effectively and efficiently. Thus we suggest that review in the teachers evaluation system can show our system weaknesses and strengthens and we evaluate teacher's performance efficiently.

Key words: Index, Delphi method, Physical education teacher, Performance evaluation.

INTRODUCTION

Manpower performance evaluation is very important. And management should consider to these issues in every organization. Evaluation is inevitable part in training and education. In every countries, organization of training and education is the most important aspect for country future. thus country future depends to the organization performance. On the other hand , the most valuable capital in the every societies are manpower (HEMMATI, 2008).



Training and education organization should develop manpower. In the schools, training and education goals present to students by various units and programs. One of them is physical education that develop students physically .Therefore, physical education teachers have a vital role for to create skills, motivations, know ledges and abilities in the students. Meanwhile we should have effective and efficient teachers. Students are national capital and one of main factors in social development.

In the other word, if we don't consider to teachers and students carefully, we don't reach to above goals (HEMMATI, 2009). Performance evaluation is effective to create motivation, ability and knowledge for our teachers (GUNARATNE, 2007). Every organization (such as educational, public and service and so on) should have a evaluation system. Recently, we emphasize on the «accurate measurement» (HEYDARINEZAD, 2004). In the performance appraisal process, identification and utilizing performance key indexes is very important especially for training and education organization (MACLEAN, 2001). Finally, we study different conditions and future changes, then real conditions should measure by reliable and valid indexes (HEYDARINEZAD, 2004).

Now, common evaluations among organizations such as training and education organization, emphasizes on the qualitative factors. Most performance appraisals forget main goals and they cause red tape.

Oliver (1980) studied on the better appraisal systems and said that evaluators use from tools or forms unviable and ineffectively and their results is illusive, subjective, difficult to interpret and apply. Thus physical education teachers observe unfair evaluations. Poursamad (1997) found that the most important factors for unsatisfaction of teachers are social situation, inaccurate evaluation and low payment. He studied on the job motivation in the teachers. Ehsani et al (2003) studied on the motivation of physical education teachers and they found that performance evaluation cause to rise job motivation in the teachers. Goldbrick (2003) found that improvement of teacher's appraisal rise educational growth. Policy makers and managers should improve appraisal system. Ficher (2003) believed appraisal system cause to increase quality and motivation. Khiabanchian et al (2004) studied on the effective factors on the productivity of women teachers using Delphi method. Their results show that four factors (organizational, motivational, social, commercial, personal) affect on the teacher productivity. They said that discrimination among teachers decrease their productivity. Strong (2006) said that teachers play a vital role in the educational guidance of students. Raymond et al (2006) found that appraisal system is effective factor for their competition and improvement of programs. Hemmatinezad et al (2008) studied on the evaluation of performance appraisal system of physical education teacher and they found that teacher's appraisal system is in the numerous challenges. Performance evaluation system can present useful data and information. Avijit Mazumdar (2009) studied on the application of multi – criterion decision making for performance appraisal and he found that this model can identify main factors for teacher appraisal. He compiled 30 indexes in the 5 levels (training via education, interaction with students, participation, commitment, suitable time for decision making, professional expertise and knowledge). Hemmatinezad et al (2009) studied on appraisal system for physical education teacher and other teachers. He found that performance evaluation system for them accomplish inaccurately and ineffectively. There aren't significant differences for appraisal system. Weak appraisal system can decrease job motivation in the teachers. Evaluators usually overestimate teacher's ability and performance. Hong Hue et al (2010) studied on the performance index system of university physical education masters and they design a performance index system include 3 levels one index, 9 levels two indexes and 21 levels three indexes .

This paper presents a theory framework to describe and determine of performance evaluation indexes for physical education teachers. This paper is applied and information collection is based on the field study and library methods. Main resource of information is expert's opinions .We use from Delphi method to collect and analyze of data.

MATERIAL AND METHODS

This paper is a descriptive research using Delphi method. Delphi method invent by OLAF HELMER to evaluate opinions. This method use from questionnaire and other tools without invitation from experts. Then with collection data and opinions, we can survey priorities and results and perspectives among experts and finally we reach to a consensus among experts (AHMADI, 2008). Often in the traditional research, we use from random sampling. In Delphi, we use from interaction between members of commission to reach to consensus. This member should have suitable knowledge and they should understand these topics well (Chu, Hwang, 2008).

In this paper, research society includes experts and masters in physical education of universities of IRAN. All of them were physical education teachers and they have experience and education in high levels. This questionnaire presented to 38 experts and 34 of them cooperated with us and they filled these questionnaires (table 1).

Table 1- Distribution and collection of Delphi questionnaire.

Row	Experts	Has been distributed	collected	percent
1	University Faculty members	10	8	80%
2	Managers and experts	10	9	90%
3	Physical education teachers	18	17	94.4%
4	Total	38	34	89.47%

Meanwhile above experts studied on validity question air and we calculate Alpha cronbach coefficient (0.78), then we accept questionnaire validity.

RESULTS

Above experts have 38.82 mean years, and 17.41 mean experience related with job. 8 of them were doctors and 13 of them were Master of Arts (MA), 13 of them were graduate. Their opinions insert in a five – points liker scale via questionnaire in the four stages.

Delphi one stage:

In this stage, researcher compiled a valid questionnaire include 32 questions, then above experts studied these questions and finally they filled forms and they added 4 indexes as follows:

- (1) Physical fitness and readiness based on year's norm.
- (2) Having programming for units annually, daily.

- (3) Satisfaction of school manager from teacher.
- (4) Satisfaction of school students from teacher.

Delphi two stage:

In this stage, experts studied on the 4 indexes and then they added another indexes as follows:

- (1) Pay attention to sporting facilities and tools.
- (2) Pay attention to safety and hygiene.
- (3) Pay attention to individual differences.
- (4) Teacher management in the class.
- (5) Teacher behavior.

We interviewed with some experts and then we conclude above indexes can summarize in the 2 indexes as follows:

- (1) Manager satisfaction from physical education teacher (behavioral, management in the class and so on).
- (2) Student's satisfaction from teacher (pay attention to individual differences, pay attention to safety and hygiene).

Delphi three stage:

In this stage, after collection questionnaires from experts, they suggest four another indexes as follows:

- (1) Sporting costs regarding to sporting per capita cost.
- (2) Investment via sponsors (parents and teachers board, external organizations from school).
- (3) Sporting actions of students in sport clubs proportionally all of school students.
- (4) Achievements of teacher in the scientific and professional competitions during educational year (city – province and country).

Delphi four stage:

We present modifications for this questionnaire and in this stage , experts don't suggest any indexes and we reach to a consensus (table 2) smith said that values are equals or greater than 0/7 means satisfying agreement .if this value is less than 0/7 , we should return questionnaire to the experts . We observe $p = 00$ and Kendall's $w = 0/702$ then we conclude above indexes reach to a consensus among our experts.

Table 2: analyzes of data

Number	34
Kendall coefficient	0.702
Chi-Square	930.294
Freedom degree	39
Confidence range	0.000

Results show that we present 40 indexes in the 9 levels (scientific, research, revenue, behavioral, educational, facilities, sporting actions, special and public privileges) and we believe that 8 indexes are very necessary and 19 indexes are necessary and 9 indexes are rather necessary and 4 indexes are less or without necessary (table 3). Based on experts opinions, we found that physical fitness and readiness, students satisfaction from physical education teacher (pay attention to individual differences, pay attention to safety and hygiene and behavioral), sporting facilities in school, teacher educational degrees, area of sporting saloons and fields, have the most necessary and factors such as service in deprived regions, time of service in the front, time of service in the rural regions and having privileges such as martyrs, captives and sacrifices are less necessary indexes in the teachers evaluations.

Table 3- The performance evaluation criteria for physical education teachers

rank	criterion	Responses frequency					mean	median	SD
		1	2	3	4	5			
1	Content sporting equipments in school proportionally whole students.	-	-	-	%5.9	%94.1	4.9	5	0.2
2	Areas of sporting fields in school proportionally whole students	-	-	-	%5.9	%94.1	4.9	5	0.2
3	Having design for units daily annually.	-	-	-	%8.8	%91.2	4.9	5	0.2
4	Grade and number of coaching certificates.	-	%2.9	-	%8.8	%88.2	4.8	5	0.5
5	Student's satisfaction from physical education teacher (individual differences, behavioral, attention to safety and hygiene).	-	-	%2.9	%8.8	%88.2	4.8	5	0.4
6	Educational certificates	-	%2.9	-	%14.7	%82.4	4.7	5	0.6
7	Fitness, skills,... based on norms of years old	-	%2.9	%5.9	%8.8	%82.4	4.7	5	0.7
8	Areas of sporting saloons in school proportionally whole students	-	-	-	%20.6	%79.4	4.7	5	0.4
9	Using from sporting shoes and wears in physical education time	-	-	-	%55.9	%44.1	4.4	4	0.5
10	Grade and number for judgments certificates.	-	-	-	%64.7	%35.3	4.3	4	0.4
11	Number of sporting projects by teacher	-	%2.9	-	%67.6	%29.4	4.2	4	0.6
12	Active attention in the sporting clubs and organs as a coach	-	%2.9	-	%67.6	%29.4	4.2	4	0.6
13	Manager satisfaction from teacher (behavioral, maintain from sporting equipments, and soon)	-	%2.9	%2.9	%64.7	%29.4	4.2	4	0.6

14	Active attention to hold various competitions such as city, province and country	-	%2.9	-	%70.6	%26.5	4.2	4	0.5
15	Number of active sporting societies in school	-	%5.9	-	%70.6	%23.5	4.11	4	0.6
16	Number of champions by students in the sporting competitions such as city, province and country.	-	%2.9	%5.9	%67.6	%23.5	4.11	4	0.6
17	Number of hours of participation in the on-time education during educational year.	-	-	%2.9	%76.5	%20.6	4.1	4	0.4
18	Sporting expenditure and cost proportionally sporting per capita.	-	-	-	%82.4	%17.6	4.17	4	0.3
19	Sending sporting teams for the competitions	-	%2.9	-	%82.4	%14.7	4.08	4	0.5
20	Service experience in training and education organization according to years	-	%2.9	%2.9	%79.4	%14.7	4.05	4	0.5
21	Number of certificate	-	%8.8	%2.9	%73.5	%14.7	3.9	4	0.7
22	Content of absorption of investments via sponsor	-	%23.5	%55.9	%17.6	%2.9	3	3	0.7
23	Regular and active attention to all of meetings and conferences	-	-	%2.9	%85.3	%11.8	4.08	4	0.3
24	To present educational suggestion by teacher, and cooperation in the execution of projects.	-	-	%5.9	%82.4	%11.8	4.05	4	0.4
25	Number of researches	-	-	%67.6	%20.6	%11.8	3.4	3	0.7
26	Number of actions of teacher in the scientific and professional competitions	-	-	%41.2	%50	%8.8	3.6	4	0.6
27	Active attention in the teaching festivals (city, province and country)	-	%2.9	%52.9	%35.3	%8.8	3.5	3	0.7
28	Active attention to scientific congresses as researcher	-	-	%73.5	%17.6	%8.8	3.3	3	0.6
29	Number of certificates of translation and edit and compile about sporting topics.	-	%2.9	%5.9	%85.3	%5.9	3.9	4	0.4
30	Teacher participation in the scientific and professional competitions (city- province-country)	-	-	%32.4	%61.8	%5.9	3.7	4	0.5
31	Number of championships in the teaching festivals((city- province- country)	-	%2.9	%64.7	%26.5	%5.9	3.3	3	0.6

32	Sporting students proportionally whole students	-	-	%70.6	%26.5	%2.9	3.3	3	0.5
33	Membership and conations actions in the sporting groups	-	%2.9	%8.8	%88.2	-	3.8	4	0.4
34	Number of championships in the sporting competition	-	%2.9	%52.9	%44.1	-	3.4	3	0.5
35	Design and made of new educational tools	-	%8.8	%76.5	%14.7	-	3.05	3	0.4
36	Teacher participation in the sporting programs in the morning	%5.9	%14.7	%76.5	%2.9	-	2.7	3	0.6
37	Service according to years in the rural regions	-	%91.2	%8.8	-	-	2.08	2	0.2
38	Service according to years in the deprived regions	-	%91.2	%8.8	-	-	2.08	2	0.2
39	Service time in the front	%41.2	%52.9	%5.9	-	-	1.6	2	0.5
40	Having rights for martyrs family and war wounded and so on	%41.2	%52.9	%5.9	-	-	1.6	2	0.5

DISCUSSION

Now days, all of people, organizations and firms like to be aware from performance results. Performance appraisal is one of the most important aspects of evaluation strategic system. Management should identify weaknesses, strengths, threats and opportunities to improve and modify processes and performances we should evaluate performance appraisal systematically (Jafari, 2009) . We found that present indexes are qualitative and they can not cover all of the teacher performance aspects.

In this paper, we want to identify performance appraisal indexes systematically and we want to present a new approach, because there aren't any researches about performance appraisal for physical education teacher now. We used from specialized team consist of experts of management and physical education and then using Delphi method to decision making, we can reach to a consensus among our experts. We identify some indexes in 9 levels. Then above experts confirmed indexes via five – point question air (the most necessary to without necessary), and using from Kendall coefficient during four stages we achieved a consensus , finally these responses calculated quantitatively and we identify 8 indexes are very necessary and 17 indexes are necessary and 9 indexes are rather necessary and 4 indexes are less necessary .

Results show that sporting facilities in school proportionally students, area of sporting field's area of sporting saloons proportionally total students of school are among the most important indexes for performance appraisal of teachers.

These results are consistent of results of research showed by Afzalpoor (2007) and Khavary (2008). They believed that sporting space, facilities and equipments are very vital in the physical education affairs. Suarez and Portola found that sporting equipments and facilities are effective factors in physical education programs.

Another necessary factor is having programming for units and classes daily and annually. These results are consistent with results research made by Aslankhany (2002) and Khavary (2008). They showed that if physical education teachers don't have skills, fitness,

knowledge and abilities, they can't teach and guide students very well. Afsharnezad (2005) and Hemmatinezad (2007) found that having motivations and skills and fitness are very important factors for teachers. Research findings showed that educational degrees are important to evaluate teacher performance. Mehdipour (2008) suggest that high and related degrees leads to effective and active teaching by teachers.

Managers and students satisfaction from teacher performance emphasized by modern evaluation systems, but in IRAN. These factors ignore by top managers and policy makers. Santiago and Benavides' (2009) found that unfortunately, we ignore quality topic in the performance evaluation. They believed teacher evaluation needs to compile and edit standards and indexes.

Finally we suggest that to review in the teacher appraisal system can leads to effective evaluations. To review in the above system can leads to identify weaknesses and strengthens in the physical education teacher's evaluation system.

PRACTICAL APPLICATIONS

This investigation has identified the main and important factors of performance evaluation the physical education teachers. The criteria of the evaluation has been compiled, and based on surveys of experts. With these criteria, the administrators and evaluators of school's physical education and schematization committees can prioritize these activities and try to administer them step by step to have an effective appraisals in teachers.

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