

Study of Drivers for Improving the Performance of School Principals

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Introduction

Developing drivers to improve the performance of school principals is one of the vital strategies to increase the efficiency and effectiveness of the organization. In fact, these drivers drive the optimal and constructive changes and ultimately Improvement and improve the performance of school principals and the education system. Improving the performance of school principals seeks the growth and development of human resources and organizing to design change and qualitative development of human resources, and its purpose is to empower, Empowerment, strengthen skills and build self-confidence and job competence in school principals. The way employees also achieve better performance. The aim of this study was to identify the drivers needed to improve the performance of primary school principals.

Method

This research was conducted in 2020 based on a mixed approach and using both qualitative and quantitative methods. In the qualitative part, the data research method was used and in the quantitative part, the descriptive method was used. Participants in the qualitative section were selected using criterion-based purposive sampling method and according to the theoretical saturation rule, after in-depth and semi-structured interviews with 15 experts,

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data adequacy was obtained. In the quantitative section, the statistical population included 561 principals of primary schools in Kermanshah province, from which 228 people were selected using multi-stage cluster sampling method with proportional assignment and Morgan table. The construction based on qualitative data was implemented among primary school principals in Kermanshah province. For data analysis, in the qualitative section, systematic coding method and content analysis approach were used, and in the quantitative section, descriptive and inferential statistics were used using Smart pls software.

Results

After conducting the interviews and in-depth data analysis, four dimensions of "leadership development", "structure improvement", "performance planning", and "self-development" were extracted and validated.

Discussion

The results showed that the above four dimensions and their related components are specialized and professional drivers that can be used to improve the performance of primary school principals.

Keywords: School principals, performance improvement, mixed approach

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