

## **WAYS TO ENHANCE THE EFFECTIVENESS OF THE MECHANISMS OF IN-SERVICE COURSES ON LAMERD JOB PERFORMANCE OF TEACHERS IN FUNDAMENTAL TRANSFORMATION PLAN**

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### **Abstract**

The aim of this study was to investigate ways of improving the effectiveness of the mechanisms in-service courses for Lamerd teacher's job performance in the fundamental transformation plan in the 2013-2014 school years. The purpose of the study, applied for a description of how data collection survey. The study population consisted of 220 teachers in the school education department Lamerd city is 2013-2014 the stratified random sampling technique. Using Morgan, 140 were selected. Instruments included a questionnaire and notes that experts were confirmed validity and reliability using Cronbach's alpha 0.90 was calculated. The results showed that the growth and performance of in-service courses for teachers is effective.

**Keywords:** elementary education, ropes woman, fourth grade

### **Introduction:**

Effectiveness of in-service training for various reasons, it is ambiguous, it is also born. Causes in a scientific perspective and from the perspective of the basic curricula can needs assessment; selection of objectives, selection and organization of content, implementation and evaluation are studied. In other words, from the perspective of curriculum planning, assessment, selection of objectives, selection and organization of content, implementation and evaluation of the basic elements of each course, including in-service training in particular is considered (Fathizadeh and Ajargah 1998) Progress and development of any country depends on its people and efficient manpower and the knowledge that a thriving and prosperous communities returns. Development requires the fostering of human resources and the development of all-round quality and competent without being educated and civilized people cannot (Hashemi, 2013). And continuous education and improvement of the activities necessary to accommodate changing conditions of labor and environmental education as a tool by the various techniques and procedures, assists administrators in the management of organizations. Creation of a favorable administrative system, largely through training and upgrading the skills of human resources is possible. In-service training of all the organizations in general and in education in particular, is important Lamerd city, because of changes in how the new requirements recruiting teachers and their professional expertise, that the major changes in curriculum content and teaching methods and use descriptive evaluation of changes in the bylaws, rules, regulations and directives of the educational and cultural and the emergence of new technologies and the need for their use in improving teaching methods and teaching this training is required to learn and

execute properly (Izadi, 1992). Hashemi (2012) suggests that researchers develop and enhance the professional capabilities of teachers to exchange experiences and achievements at national and local levels caused and opportunities for continuing education and scientific research and studies, procurement of facilities and provided and effective and efficient mechanisms for in-service training of teachers, motivation and professional skills to be considered for continuous learning.

Implementation process of continuing education and training for teachers of special importance in the education system and neglect or inattention to each part of the process makes sterilization training and consequently causing weakness and difficulty of formal training will be output. As a result of the fundamental change from the perspective of scientific insights and curricula based on component content, facilities E-learning technology, senior management at the time and place and so their presence was ways to enhance the efficiency and effectiveness of in-service courses for teachers to review and examine Lamerd city. For this study, the research has also been carried out including: Fesharaki et al (2010) in a study to determine the effect of teaching through lectures and problem-based learning on nursing students' self-efficacy Islamic Azad University, Najaf Abad 2008-2009 school year began. The results of this study showed that the mean score of self-speech group significantly increased in both groups. Although the mean score after training in problem-based group was significantly higher than the lecture, the mean scores before and after training in both groups was not significantly different. Namur et al (2009) study the impact of web-based learning approach to problem solving, logical thinking of students of the English language, Islamic Azad University, Ardabil paid. The results showed no significant difference between experimental and control groups in terms of thinking about the three categories of the understanding, contemplation and critical thinking. This reflects the impact of problem-based learning and the growth mode of rational thinking students. Arab Momeni (2005) in his study entitled "Evaluation of short-term in-service training courses for teachers to adapt the content of the goals of physical education course in school athletics 2004-2005" concludes the amount of content adaptation service training courses for teachers on short term exercise goals, physical education course is located on the upper level. Haji Mir Rahimi (2002) in his study entitled "Attitudes of teachers in primary, middle and secondary school in-service training over the short term," concludes school teachers over the short term in-service training is generally not desirable and their attitude out of 732.5 of 1250 and a standard deviation of 0.51. Gayro Lamto and colleagues (2007) in his study on "The impact of training on the promotion of primary education, child care centers," concluded that compared with the control group, the experimental group instructors applied to several statements summarizing the feelings and experiences of students in reading out the story, students in the experimental group than the control group students often respond rapidly to brief remarks were appropriate. Nekhorst Steroids and Aaker (2006) Peugeot hash entitled, "The impact of training on improving science teaching in Swaziland," conclude that training had a significant effect on the dynamics of classroom teachers. Lerkes et al (2005) in their study as "the promotion of environmental education teaching skills through in-service education and training," concluded perceptions and offers participants the opportunity to improve the education and training of in-service education and training can substantially similar job created. Eliza et al (1998) in his research as "studies teachers' views about the performance of the employees' competence to conclude that staff development should involve teachers and students in the development, self-service teachers should participate in planning meetings and workshops as well as practical lessons should be the financial rewards as an incentive for companies and employees are evaluated on-the-job training.

**The major research questions:**

- 1 what is Lamerd city teacher’s view on current situation of e-Learning effectiveness?
- 2 how is Lamerd city teacher’s view on ways to improve the content of in-service training objectives?
- 3 how is Lamerd city teacher’s view about the effectiveness of training programs, in-service training and half-person of teachers?
- 4 what is Lamerd city teacher’s in the existing facilities and training conditions and their impact on the effectiveness of teaching experience?
- 5 what is Lamerd city teacher’s about the role of senior managers in the effectiveness of training for teachers?

**Method:**

The purpose of the study, applied for a description of how data collection survey. The study population consisted of 220 teachers department Lamerd city in the school year 2013-2014 and stratified random sampling method using Morgan, 140 were selected. Instruments included a questionnaire and notes that experts were confirmed validity and reliability using Cronbach's alpha 0.90 was calculated.

**The findings:**

The first research question: what is Lamerd city teacher’s view on current situation of e-Learning effectiveness?

Table 1: Descriptive results of the first research question

Descriptive indices					Frequency%					Question
Skewness	SD	Mode	Middle	Mean	Total agree (5)	Agree(4)	No comment (3)	Disagree (2)	Totally disagree (1)	
0.720-	1.06	4	4	3.75	25.8	40.8	19.2	10.8	3.3	17
0.433-	1.18	4	4	3.60	26.7	33.3	16.7	20.0	3.3	18
0.671-	1.03	4	4	3.74	24.2	42.5	19.2	11.7	2.5	19
0.508-	1.15	4	4	3.61	24.2	38.3	15.0	19.2	3.3	20
1.134-	0.97	4	4	4.08	38.3	42.5	10.0	7.5	1.7	21
0.644-	1.17	4	4	3.63	25.0	40.0	13.3	16.7	5.0	22
0.874-	1.02	4	4	3.91	30.8	44.2	11.7	11.7	1.7	23
0.739-	1.07	4	4	3.68	22.5	40.8	23.3	8.3	5.0	24
0.712-	1.08	4	4	3.75	27.19	40.3	16.05	13.24	3.23	First component

Results obtained indicate that familiarity with computers and e-learning courses of training for teachers is effective. The analysis results of the comparison of the average teacher's comments regarding the types of qualifications (diploma, associate degree, bachelor's and master's and above) showed the differences between teachers with different education

levels and years of service, there is no significant difference in these parameters. The first research question can be answered this way that teachers with existing educational environment in e-Learning effectiveness agree.

The second research question: how is Lamerd city teacher’s view on ways to improve the content of in-service training objectives?

Table 2: Descriptive results of the second research question

Descriptive indices					Frequency%					Question
Skewness	SD	Mode	Middle	Mean	Totally agree (5)	Agree (4)	No comment (3)	Disagree (2)	Totally disagree (1)	
0.534-	1.08	4	4	3.45	14.2	43.3	20.8	16.7	5.0	1
0.252-	1.08	4	3	3.33	13.3	35.8	25.8	20.8	4.2	2
0.382-	1.13	4	4	3.40	15.8	39.2	19.2	20.8	5.0	3
0.260-	1.08	4	3.5	3.30	11.7	38.3	22.5	23.3	4.2	4
0.515-	1.12	4	4	3.40	13.3	44.2	17.5	19.2	5.8	5
0.171-	1.07	4	4	3.38	14.2	38.3	20.0	25.8	1.7	6
0.258-	31.15	4	4	3.33	15.0	36.7	19.2	24.2	5.0	7
0.375-	1.17	4	4	3.44	19.2	36.7	18.3	20.8	5.0	8
0.339-	1.11	4	4	3.38	14.59	39.06	20.41	21.45	4.49	second component

The answer to the second question survey teachers on ways improves the agree-service training objectives and content. The findings of this question by the findings of Ghoshoni (1995) and Mousavi M.ohammadi (1996) are consistent.

The third research question: how is Lamerd city teacher’s view about the effectiveness of training programs, in-service training and half-person of teachers?

Table 3: Descriptive results of the third research question

Descriptive indices					Frequency%					Question
Skewness	SD	Mode	Middle	Mean	Totally agree (5)	Agree (4)	No comment (3)	Disagree (2)	Totally disagree (1)	
0.914-	0.93	4	4	3.91	25.8	50.0	15.0	7.5	1.7	9
1.206-	0.97	4	4	3.96	28.3	50.8	12.5	5.0	3.3	10
0.661-	0.98	4	4	3.87	28.3	45.0	12.5	14.2	0.0	11

<b>0.901</b> -	<b>1.06</b>	<b>4</b>	<b>4</b>	<b>3.93</b>	<b>35.0</b>	<b>38.3</b>	<b>14.2</b>	<b>10.0</b>	<b>2.5</b>	<b>12</b>
<b>0.535</b> -	<b>1.18</b>	<b>5</b>	<b>4</b>	<b>3.77</b>	<b>35.0</b>	<b>30.0</b>	<b>13.3</b>	<b>20.0</b>	<b>1.7</b>	<b>13</b>
<b>0.682</b> -	<b>1.03</b>	<b>4</b>	<b>4</b>	<b>3.90</b>	<b>33.3</b>	<b>37.5</b>	<b>15.8</b>	<b>12.5</b>	<b>0.8</b>	<b>14</b>
<b>1.063</b> -	<b>0.98</b>	<b>4</b>	<b>4</b>	<b>3.99</b>	<b>33.3</b>	<b>44.2</b>	<b>13.3</b>	<b>6.7</b>	<b>2.5</b>	<b>15</b>
<b>0.468</b> -	<b>1.03</b>	<b>4</b>	<b>4</b>	<b>3.53</b>	<b>16.7</b>	<b>40.0</b>	<b>26.7</b>	<b>13.3</b>	<b>3.3</b>	<b>16</b>
<b>0.792</b> -	<b>1.02</b>	<b>4</b>	<b>4</b>	<b>3.86</b>	<b>29.4</b> <b>6</b>	<b>41.9</b> <b>8</b>	<b>15.4</b> <b>1</b>	<b>11.1</b> <b>5</b>	<b>1.97</b>	<b>Third</b> <b>compon</b> <b>ent</b>

Therefore, the purpose of these questions suggests that the effect of physical training more teachers in training efficiency and effectiveness of service. The result of this research, the results of research Jamshidian and Rezaei (1993) is consistent.

The fourth research question: what is Lamerd city teacher's in the existing facilities and training conditions and their impact on the effectiveness of teaching experience?

Table 4: Descriptive results for the fourth research question

Descriptive indices					Frequency%					Question
Skewness	SD	Mode	Middle	Mean	Total agree (5)	Agree (4)	No comment (3)	Disagree (2)	Total disagree (1)	
<b>0.226</b> -	<b>1.38</b>	<b>5</b>	<b>4</b>	<b>3.3</b>	<b>25.8</b>	<b>25.0</b>	<b>14.2</b>	<b>23.3</b>	<b>11.7</b>	<b>32</b>
<b>1.267</b> -	<b>1.06</b>	<b>4</b>	<b>4</b>	<b>4.03</b>	<b>37.5</b>	<b>42.5</b>	<b>9.2</b>	<b>6.7</b>	<b>4.2</b>	<b>33</b>
<b>0.458</b> -	<b>1.23</b>	<b>4</b>	<b>4</b>	<b>3.44</b>	<b>20.8</b>	<b>36.7</b>	<b>15.8</b>	<b>19.2</b>	<b>7.5</b>	<b>34</b>
<b>0.776</b> -	<b>1.08</b>	<b>4</b>	<b>4</b>	<b>3.64</b>	<b>20.0</b>	<b>45.8</b>	<b>17.5</b>	<b>11.7</b>	<b>5.0</b>	<b>35</b>
<b>-1.02</b>	<b>0.98</b>	<b>5</b>	<b>4</b>	<b>4.07</b>	<b>39.2</b>	<b>38.3</b>	<b>14.2</b>	<b>6.7</b>	<b>1.7</b>	<b>36</b>
<b>-1.69</b>	<b>0.98</b>	<b>5</b>	<b>5</b>	<b>4.33</b>	<b>56.7</b>	<b>29.2</b>	<b>7.5</b>	<b>4.2</b>	<b>2.5</b>	<b>37</b>
<b>0.898</b> -	<b>1.12</b>	<b>4</b>	<b>4</b>	<b>3.8</b>	<b>33.33</b>	<b>36.25</b>	<b>13.07</b>	<b>11.97</b>	<b>5.43</b>	<b>Fourth</b> <b>compon</b> <b>ent</b>

The question on the test result data analyzes show that the use of light and sound classes and furniture is essential for training courses and the provision of educational facilities and teaching aids such as computers and projectors, etc., is effective in training. The fifth research question: Lamerd city teachers' effectiveness in the role of senior managers in training for teachers is? What is Lamerd city teacher's about the role of senior managers in the effectiveness of training for teachers?

Table 5: Descriptive Results of fifth research question

Descriptive indices					Frequency%					Question
Skewness	SD	Mode	Middle	Mean	Totally agree (5)	Agree (4)	No comment (3)	Disagree (2)	Totally disagree (1)	
0.696 -	1.15	4	4	3.48	16.7	43.3	20.0	11.7	8.3	25
1.041 -	1.00	4	4	3.82	23.3	50.0	15.8	6.7	4.2	26
0.431 -	1.13	4	4	3.41	15.8	38.3	22.5	17.5	5.8	27
0.315 -	1.19	4	3	3.29	16.7	30.8	26.7	16.7	9.2	28
0.179 -	1.26	4	3	3.28	20.0	28.3	19.2	24.2	8.3	29
0.338 -	1.32	4	4	3.32	21.7	30.8	16.7	19.2	11.7	30
0.172 -	1.19	4	3	3.13	12.5	30.8	24.2	22.5	10.0	31
0.451 -	1.18	4	4	3.39	18.1	36.04	20.73	16.93	8.21	<b>Fifth component</b>

Results of analysis of this question based on test data show that good and sincere relations between administrators and teachers in the workshop is innovation and creativity of teachers and administrators to create and constantly encourage teachers to create innovative and the fifth research question can be answered this way the role of senior managers in effective teacher training for teachers, agree, and differences as well as there is no significant difference between male and female teachers in the fifth component.

### Conclusion:

Each country depends on the development of human resources development and improvement of the country. The rapid changes in science and tools needed to train manpower demands. For this reason, the majority of scholars in service training to update their knowledge of the basic task of science is consistent with the changes and developments, it is recommended thus, a significant portion of its resources to teach its workers the education as one of the most important organizations in the community for most courses, in-service training each year as their teachers, especially teachers who teach their courses in terms of content and teaching methods will change, staged. The research to more effective in-service training courses attempted through various components and different models are more effective in teaching these courses to aid this. Carefully and meditate on the theoretical literature research findings and the literature, we can conclude that in-service training needs to be investigated further mechanisms should be applied and fundamental changes to the effectiveness of that growth is good. The first and most basic step in conducting training needs assessment is in-service. This is due to time and financial constraints of each device are of high importance. To conduct a needs assessment of various techniques, including methods of problem-oriented and goal-oriented. However, the views of teachers, administrative staff, the dates, titles, objectives, content, technology and comfort features are very important.

**Suggestions:**

The results of this study suggest that the proposed technology facilities such as Electrical training such as computer projectors used in classrooms, in-service teachers and teachers and traditional classroom methods and teamwork through workshop for teachers to use. Participants also self-exams and the emphasis is more and the directors and executive agents capable of field training will be used.

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