

The Impact Of Educational Leadership On The Performance Efficiency Of Physical Education Teachers In The Schools Of Hit District

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Abstract

The present study aimed at exploring the impact of educational leadership on the performance efficiency of physical education teachers (EDTs) in schools at the district of Hit, Anbar province. The descriptive and correlational designs were used to collect and process the findings. A random sample of 62 physical education teachers from was selected. The sample was divided into two groups: a survey sample and a main experimental sample, to whom the questionnaire was applied. Through field research procedures, the following results and conclusions were reached: (1) physical teachers in the concerned districts have good performance efficiency, (2) there is a significant correlation between educational leadership and performance efficiency of physical education teachers in schools in the district of Hit in Anbar province. Based on these results, the researchers recommended adopting the educational leadership and performance efficiency scales used in the current study to conduct similar studies as well as paying attention to educational leadership by those concerned with the educational and teaching aspect in general, and sports activity in particular, and finding suitable ways to develop it among physical teachers.

Keywords: Educational leadership, Hit district, physical teachers, performance efficiency.

Introduction

The rapid development and continuous changes in various aspects of life due to the progress in technology, communication, scientific research, and all sciences have made it necessary for educational institutions to keep up with this development and face a number of consecutive changes in their quest to achieve their goals efficiently

and effectively. One of the urgent and necessary needs is the needs and aspirations of physical education teachers (henceforth PETs). The acceleration of technological progress and globalization has increased the intensity of competition among educational institutions, including schools, as well as the increase in the ambitions and expectations of their employees. These challenges have become the main test for the ability of the educational and administrative system in educational institutions to adapt to these situations, which requires the search for new means to keep up with these developments and changes.

As a result, the quality of educational leadership has become the focus of attention for educators, including specialized supervisors, school principals, and PETs. Successful educational leadership works to achieve the desires of teachers and satisfy their needs that appear to them in school, which is the place where all educational, teaching, and cultural activities crystallize in order to build a harmonious scientific and behavioral structure (Al-Lawzi, 2003). This is represented by the role of teachers in the way they manage their work and the methods they follow, which represent the backbone of the teacher's success in carrying out their mission effectively as desired.

The physical education teacher must be an educator as the basis for educational leadership. They are described by several behavioral and personal advantages that differ from other specialties due to the nature of the material they teach and their direct contact with students. They carry educational messages that affect the perspectives and different behavioral patterns of others through their awareness of the authenticity of the educational advantages they possess (Najm, 2012).

Hence, the importance of research lies in exploring the most important pillar of institutions and official organizations, which is human resources represented by teachers in educational institutions and schools, specifically PETs. The commitment of PETs to exemplary educational leadership styles has a positive effect on their relationship with teachers, administration, and students, which reflects positively on their performance efficiency and commitment to performing their assigned tasks. Additionally, raising administrative awareness of the concept of educational leadership, its dimensions, effects, and determinants among the educational community has positive effects on school performance in light of the challenges facing it and the Iraqi community as a whole.

Research problem

The problem of the research is that the effectiveness of management in general and leadership in particular in educational institutions must be characterized by professional and functional maturity when dealing with and encouraging students in these educational institutions. Educational leadership is considered one of the pillars of the educational process in educational institutions. It has positive effects on the behavior of teachers and students. Considering the educational, social, human, and administrative changes and the accompanying cognitive progress in various contemporary fields. There is an increasing emphasis on the leadership role played by PETs as educational leaders. Based on the researcher's experience as a physical education teacher, the research aims to explore the importance of the educational leadership role and whether this attribute is related to the efficiency of their job performance, which can positively impact their educational outputs and achieve the goals of the educational institution they work in.

Research objectives

1. Identifying the educational leadership attribute among physical education teachers in the schools of Hit district, Anbar province.
2. Identifying the job performance efficiency among physical education teachers in the schools of Hit district, Anbar province.
3. Finding out the relationship between educational leadership and job performance efficiency among physical education teachers in the schools of Hit district, Anbar province.

Definitions of terms

Educational leadership is the activity or behavior exercised by educators to influence all workers in order to guide their behavior, organize their efforts, and improve their performance level in order to enhance the educational process in terms of what, how, and working towards achieving its goals (Al-Orfi & Mahdi, 1996). Performance efficiency is set of knowledge, concepts, skills, and attitudes that guide an individual's behavior and help them perform their job with a level of proficiency that can be measured by agreed-upon standards (Farra'a, 1985)

Research methodology

Research design

The researchers used the descriptive method along with the correlational relations approach as it is the appropriate methodology for the research objectives, variables, and sample. It

provides a clear description of the case under study, and correlation. It is the method that studies the relationship between variables that are in a normal situation where the research sample practices playing or has a particular experience or is in a state that needs to be studied (Khafaga & Saber, 2002). The study focused on physical education teachers (PETs) in in the middle and high schools of Hit district, Anbar province.

Research population

One of the most important things that the researcher must consider before applying the steps or terms of his research scientifically is to choose the research population and sample. The researchers have chosen the research population, which is PETs from schools located within the boundaries of the district of Hit in Anbar province. The total sample size was 62 teachers which was divided into two parts: a survey sample of 7 PETs and a main sample consists of 55 PETs.

Instruments

Educational leadership questionnaire (ELQ)

After the researchers reviewed and studied the literature and sources that dealt with the current research variables and consulted with experts and specialists in the field of sports management, they found it appropriate to reuse the ELQ that have been used in previous researches. Specifically, they decided to use ELQ by Matar (2018). The questionnaire consists of three axes: the role of educational guidance, educational style and approach, and a reliable reference. These axes contain a total of 35 statements.

Performance efficiency questionnaire (PEQ)

The researchers adopted the PEQ used in a study Sabah (2016). The questionnaire consists of five axes: personality and behavior, administrative and performance, knowledge and creativity, principled and values, and interactive and social. These axes originally contained 57 statements, but the researchers modified them to fit the current study and sample by consulting with experts and specialists in measurement, testing, sports management, and organization. After analyzing the responses, the researchers found that three statements from the ELQ and 9 statements from the PEQ did not receive agreement from the experts and specialists as they received less than 75% agreement. Therefore, the researchers used the remaining 32 statements from the ELQ and 48 statements from the PEQ which received over 75% agreement from the experts and

specialists after being modified to fit physical education teachers in schools of Hit district, Anbar province.

Exploratory experience

To ensure the validity of the measures, the researchers conducted an exploratory study before the final implementation of the research. The Exploratory study is "an initial experimental study conducted by the researcher on a small sample before conducting the research in order to select research methods and tools" (Al-Mandalawi, 1989, p. 157). The exploratory study was done by distributing the questionnaire to a group of 7 teachers within the research sample from schools within the administrative boundaries of Hit district in Anbar province. They were randomly selected. This pilot study is a complement to scientific research for several reasons, including allowing the researchers to identify any obstacles that may be encountered during the main research procedures. It also enables them to determine the time required for answering the questionnaire, as well as identifying all the positives and negatives that may be encountered during the research and how to deal with them.

The main study

After preparing the final versions of the two measures and ensuring their scientific validity, the researchers distributed the questionnaires to the PETs in the current study sample on January 22, 2023. The distribution of the questionnaires and their collection took 10 days until the last questionnaire was collected on March 2, 2023.

Statistical analysis

After scoring the raw data, the researchers used the statistical software package SPSS (version 23) for the collecting the mean scores (M), standard deviation, (Std), median and hypothetical median.

Results and discussion

This section includes presenting, analyzing, and discussing the results based on the data obtained after the data collection was completed. The data were transformed into Tables, and the results were organized, analyzed, and discussed in the following order:

Presentation, analyzing and discussing the results of the educational leadership and performance efficiency

Table 1 presents the statistical procedures used with the sample's responses to the two questionnaires used in the current study, namely the ELQ and the PEQ. The statistical data were compared by calculating the mean and hypothetical mean. The results are presented as follows:

Table 1 Respondents' answers for the educational leadership and performance efficiency measures

Variables	Sample	Mean score	Hypothetical median	Standard deviations	T value	Sig	Sig type
Educational leadership	55	98.12	96	8.680	11.336	0.000	Moral
Performance efficiency	55	162.66	148	6.420	32.35	0.000	Moral

Table 1 shows that the mean score of the educational leadership measure among PETs in schools of Hit district was 98.12 with a standard deviation of 8.680, while the hypothetical median amounted 96. We find by comparing the mean and hypothetical median values that the mean value is higher than the hypothetical median value. This indicates significant differences in favor of the mean in the educational leadership measure. The researchers attribute this to the participants' leadership ability among PETs in Hit district, due to their good and positive relationships with school administrations, colleagues, and students, as well as their proficiency in their job as physical education teachers. They are also able to simulate the current situation and meet the requirements of their colleagues, as well as their commitment to their job and schools. They are fully convinced of their ability to meet all that is required of them, meet needs and desires, enhance success, and increase academic output.

This finding is confirmed by Nelson and Cooper (2007) who states that leadership ability is the guiding factor towards directing subordinates to have faith in the leader's professional performance and rallying around them to support their work, which provides an opportunity to influence the behavior of others and encourage them to voluntarily ensure desired activities without coercion.

As for the performance efficiency measure, it obtained a mean score of 162.66 with a standard deviation of 6.420. By comparing the mean and hypothetical median values, with the hypothetical median being 148. We find that the mean value (162.66) is higher than the hypothetical median value (148). This indicates significant differences in favor of the mean in the performance efficiency

measure. The researchers attribute this results to the efficiency in teachers' job performance by fully committing to administrative instructions issued by school administrations and directorates, as well as their good and excellent job performance. This is due to their complete awareness of their job duties and professional obligations, and their belief in their work as physical education teachers who contribute to building and educating generations that contribute to building the country and society they are in. Therefore, they are obligated to perform at their best and provide everything that is good to serve the educational process.

Presentation, analyzing and discussing the correlation between the educational leadership and performance efficiency

Through the results of the correlation between the two scales of educational leadership and performance efficiency applied on the sample, there is a relationship between them with the value of moral significance, (0.00) as shown in Table 2.

Table 2 The correlation between leadership ability and organizational loyalty

Variables	Mean score	Standard deviations	R value	Error level	Sig
Educational leadership	98.12	8.680	0.578	0.00	Moral
Performance efficiency	162.66	6.420			

Table 2 shows that the simple correlation coefficient between the educational leadership and the performance efficiency measures was ($r=0.578$) at a significance level of (0.000), which is a good correlation value. This means that the more distinguished the research sample is in educational leadership, the more efficient their job performance is. The researchers attribute this to the fact that educational leadership is a success valve for all individuals and institutions, and that the better the educational individual is in terms of educational leadership, the better their job performance and positive management will be. This has been achieved through optimal and positive interaction with administrations and students, as well as direction based on established plans and educational work requirements, and aligning work dynamics with current conditions. This positively affects the effectiveness of teachers, influences them, gains their loyalty to work, and their belief in what they offer of work that enriches the educational process and achieves its aspirations.

Conclusions and recommendations

Conclusions

1. The validity of the two measures used in the study, educational leadership and performance efficiency, for the research sample, which consisted of physical education teachers in the district of Hit.
2. PETs in the schools of Hit district have good educational leadership qualities.
3. PETs in schools in the Hit district of Anbar province have good and efficient job performance.
4. There is a genuine feeling among PETs of balance in efforts made and equality in providing the necessary resources for performance.
5. There is a significant correlation between educational leadership and performance efficiency among PETs in the schools of Hit district.

Recommendations

- 1- Adopting the two measures used in the current study, educational leadership and performance efficiency, for conducting similar studies.
- 2- Focusing on educational leadership by those concerned with the educational and teaching aspect in general, and with school sports activities in particular, and find ways to develop it among physical education teachers.
- 3- Involving PETs in administrative and leadership development courses to improve their general management skills.
- 4- Developing advanced and scientific criteria for selecting educational leaders working in schools who possess leadership and organizational management qualifications.
- 5- Conducting similar studies to the current study on other specializations.

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