

Designing and Validating the Competency Model of Secondary School Principals in order to Realize Schools Without Failure: The Case Study of Kerman City

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Abstract

This study was conducted with the aim of designing and validating the competency model of secondary school principals in order to realize schools without failure in Kerman city. The research design is applied in terms of purpose and in terms of method, it is a mixed (quantitative-qualitative) research. Quantitative was done with survey method and qualitative with grounded theory method (foundation data). The statistical population consisted of two groups, the first group related to the qualitative part, which included decision-making managers in secondary schools of districts 1 and 2 of Kerman city and university professors, experts and experts. This community continued until reaching conceptual saturation, and the sampling method was purposeful, which reached saturation with the number of 15 people. The second group consists of 360 school principals in districts 1 and 2 of Kerman city. The sample size was calculated with 200 people using Cochran and the sampling method was stratified. Data collection was done with semi-structured interview tool and researcher-made questionnaire. In order to check the validity and reliability of the data, two methods of review by the participants and review by non-participating experts were used, and after receiving the corrective comments, the necessary editing was done and the final model of the interviews was presented. The questionnaire was realized by Delphi indicators. It was validated and then with Cronbach's alpha, principals' competencies were 0.72; individual 0.72; organizational 0.73; moral 0.76; personality 0.86, value 0.79; skill 0.737; cognitive 0.844; Career 0.825; Danshi 0.803, Mali 0.794

Keywords: competence of school managers, schools without failure, individual competence, organizational competence

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