

# Knowledge and Psychological Factors Affecting on Skills Performance Enhancement and Developing Reading

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## Abstract

The current research aims to building proposed standards to evaluate the performance of teachers of the Arabic language male and female teachers in according to the quality systems of modern education and according to the following areas: ((Planning, learning strategies, scientific material, assessment, teacher's profession)), The number of standards (16) criteria and the number of indicators (72) and I developed for each paragraph five alternatives (Excellence, very good, good, average, acceptable), and verified the validity of the tool and its stability, which has been applied by the researcher on a sample of teachers and teachers of the language in the center of the province numbered (193) male and female, the researcher found that the performance of teachers both gender was generally positive which calls for more attention to the preparation and training of teachers according to quality performance standards.

**Keywords:** *Psychological skills, educational program, performance, knowledge.*

## Introduction

Many of our educational institutions suffer from several problems, the most important of which is the low level of evaluation of the performance of teachers and teachers according to the overall quality standards, and the low level of scientific and educational capabilities, their weakness for the movement of global development and progress, which adversely affects in the preparation of male and female teachers of the primary stage and low receiving educational information <sup>1</sup> in addition, there was a weakness in the performance of some male and female teachers and teaching them to the Arabic language, this weakness in the outputs of educational services provided to teachers in general, male and female teachers of the Arabic language in particular, which negatively affected the level of performance of teachers and their possession of many of the required competencies that must be available in the teacher. <sup>2</sup>In the light of the foregoing, the researcher believes that one of the reasons for the low level of the teacher of the Arabic language is twice the numbers during the course of his studies and during the service professional numbers, did not qualify them sufficient educational qualification to be able to transfer knowledge and information on the basis of good performance in the classroom and its interaction with

students in different educational situations, as the teacher of the Arabic language at the primary level requires continuous during his service and provide him with He received a change and development in the teaching method and Arabic language skills, As well as providing him with information and knowledge in the light of scientific, cognitive change, and the lack of training opportunities or the existence of formality led to poor performance of the teacher affects the level of students<sup>3</sup>. The education is an instrument for the advancement of the individuals and groups, mainly in the preservation of the entity of the nation and its civilized construction<sup>4</sup>, they are closely related to life, as well as the nerve of the civilizational building of the nation, and became a field for the investment of human resources, and preparation for what is required for construction and reconstruction. The wealth of nations is not appreciated by its population, but by the qualified human resources capable of production and labor<sup>5</sup>. And that education is an acquired component of the learner, therefore, they are twins inseparable, they complement each other and complement the human personality, because education and its priority remain more important than education, and the responsibility of modern education cannot be unique to one team or institution, whether a teacher or educational institution <sup>6</sup>. The concept of performance in

teacher preparation and teaching is an important concept which have attracted the attention of those involved in education, the call for adoption of this trend has emerged on educational competencies as it leads to improving the effectiveness of teachers, and a positive change in their performance. The importance of this trend is confirmed by a strategy development of Arab education on the need to renew the preparation of teachers and training programs so as to improve their professionalism and performance<sup>7</sup>. The teacher's role in the learning process is no longer restricted to knowledge transfer to the learner and fill his mind with matter, the criterion of sufficient education is no longer the amount of material absorbed by its specialty and the amount of what can store it in the minds of learners, but became the role of enabling the learner to learn, the criterion of his performance ability to achieve and influence the cognitive structure of the learner, modifying the behavior of the learner and develop his personality comprehensive development dealing with the knowledge and values and skills (Atiya, Al Hashemi, 2007: 19) As performance is important in the educational process, performance assessment is one of the basic pillars that can be adopted in the development of teachers' work. Through which qualitative aspects of their performance can be improved. Moreover, the evaluation is a feedback used in the development of the educational process, including education. (Atiya, 2009: 24) The educational evaluation is one of the cornerstones of the educational process, It is the cornerstone of any educational development or renovation aimed at improving the learning and education process in any country. The educational evaluation is also viewed by all educational decision makers as the main motivation that leads the employees in the educational institution at different positions in the administrative ladder to work to improve their performance and practice and thus their outputs.<sup>8</sup> Total quality in education means an integrated management system and a way to develop student quality as the product through quality goals and content processes and the quality of the personnel working in the educational institution of managers and teachers and to work on continuous improvement and development based on careful planning and the participation of all management, students and teachers in carrying out the responsibilities for achieving the overall quality. The current research aims at constructing proposed standards for evaluating the performance of teachers of Arabic language and their teachers in accordance with modern quality education systems. To achieve the research objective, the researcher

formulated the following questions: What are the proposed standards that require building according to the modern quality education systems? The movement of the evaluation emerged with the emergence of the educational process. Educators from the beginning felt that they needed to measure the progress and delay of their students and the need to identify their strengths and weaknesses. They also felt the need to measure and evaluate the success of their efforts and their teaching method. The concept of evaluation is one of the concepts that have received a great deal of controversy in the media and educational literature. This is due to the complexity of this concept, its flexibility and its overlap with other concepts referred to measurement and evaluation, accountability and inspection. The educational evaluation is an important and necessary dimension for management and educational leaders, it is a deliberate and required process of supervision and development to ascertain the quality and quality of the curriculum and the other aspects of the educational process, with a view to improvement and development, and the process of evaluation reveals to us how well the educational process, it also provides us with indicators of the extent to which this improvement is possible and then prepare the educational calendar and the development of method one of the main approaches to the development of education, it is the scientific method through which accurate diagnosis of the educational process and modify the course. Its importance in providing necessary information related to the learners, teachers, materials and educational programs and educational officials and administrators. Educational evaluation is an important and complementary part of the educational process and also contributes to judging the integrity of the procedures and practices in the teaching and learning process. The teacher has a special place in the educational process, but the success of the educational process is not only with the help of the teacher, the teacher is characterized by the competencies and the desire and inclination of education is what helps the student to learn and prepare to acquire the appropriate educational experiences. It is true that the student is the focus of the educational process and that everything must be adapted to his orientation, readiness, abilities and academic and educational level, but that the teacher is still the element that makes the process of learning and teaching successful and is still the person who helps the student to learn and success in his study however, He differed radically between past and present.

**Methodology**

The researcher followed the descriptive approach in conducting the research, because it is more appropriate and the nature of this research, which aims to build the proposed standards to evaluate the performance of teachers of Arabic language and its teachers according to the quality systems of modern education, and the importance of descriptive research as a cornerstone in scientific research and in the eyes of many researchers, In addition, it is the most appropriate method to study most humanitarian fields, as a result of the difficulty of using other approaches, especially the experimental method. The descriptive approach is one of the most common method used by researchers. It aims at determining the current state of a particular phenomenon and then describes it. Studying the phenomenon as it actually exists and takes care as strictly.

**The research community and its sample:** The researcher identified the research community with the teachers of the Arabic language in the center of the province of Babylon/primary schools all, the researcher visited the General Directorate of Education Babylon/Educational Planning Division accompanied by the book facilitation task issued by the Faculty of Basic Education/University of Babylon (Annex), and looked at the records of primary schools in (183) primary schools/

morning study only for the academic year (2018 - 2019). The research sample consisted of

**A. Sample of Schools:** The researcher chose a sample of the schools (50%) of the original society. The number of selected schools was (91) in the random sampling method as shown in Table (1).

**Table showing the total number and sample of primary school boys, girls and mixed.**

No.	Schools at the center of the province	Total Number	Number of schools Sample research by 50%
1	Primary schools for boys	86	43
2	Primary schools for girls	80	40
3	Mix schools	17	8
	Total schools	183	91

**B. The sample teachers and teachers of Arabic language:** The researcher selected a sample of teachers and teachers of Arabic language (20%) of the original society. The number of students selected was 233 teachers from the Arabic language and distributed to the schools of Babil Governorate. (The exploratory sample) to extract the stability, as shown in Table (2).

**Table (2): Table showing the total number and sample of Arabic male and female teachers in primary schools for the morning study in the center of the governorate .**

No.	Schools at Province Center	Total Number	No. of Male Teachers	No. of Female Teachers	Number of male and female in the research sample 20%
1.	Primary schools for boys	573	100	15	115
2.	Primary schools for girls	486	.....	97	97
3.	Mix schools	108	6	15	21
	<b>Total Schools</b>	<b>1167</b>	<b>106</b>	<b>127</b>	<b>233</b>

It is clear from Table (2) that the number of teachers of the language and its teachers who were selected as a sample of the research (233) teachers and teachers (106) teachers, and (127) teachers and sample who will be applied to the search tool through the observation card designed to achieve the goal of research.

**The Research Tool:** In the opinion of the researcher that the observation card is the appropriate tool to achieve the goal of its search for information. The observation can be generally referred to as: systematic

organization control of certain elements or behavior that is codified according to a predefined precise system (Atwan, Yousef Matar, 2018: 107).

To achieve the goal of the research, the researcher relied on a set of foundations in building observation card:

1. See the references in the research method.
2. Review previous studies that adopted the descriptive approach.

3. Access to quality education systems.
4. Instructors of specialized professors.

**The Tool Honesty:** Honesty means that the tool is valid for measuring what has been set up. There is a correlation between the truthfulness of the instrument and its stability, each honest tool is fixed (Sadiq et al., 2018: 5). Virtual honesty is defined as testing itself belongs to the subject to be measured, and valid to measure that subject. It is ascertained by observing the measurement instrument paragraphs and the fact that each paragraph is concerned with measuring the objectives of the material to be measured. (Attia, 2008: 298). In order to achieve this kind of honesty, the researcher presented her tools to a group of experts and adopted 80% as a ratio of agreement among them, and each paragraph received a lower percentage of this percentage, the researcher excluded and amended Some according to expert opinions.

### Results

The study showed that the performance of teachers of Arabic language and its parameters was generally positive. Attention to the preparation and training of teachers and teachers of Arabic language in accordance with quality standards of performance. Availability of quality standards in the performance of teachers of Arabic language and its parameters.

### Conclusion

The number of standards (16) criteria and the number of indicators (72) and I developed for each paragraph five alternatives (Excellence, very good, good, average, acceptable), and verified the validity of the tool and its stability, which has been applied by the researcher on a sample of teachers and teachers of the Arabic language in the center of the province numbered (193) male and female, the researcher found that the performance of Arabic teachers both gender was generally positive which calls for more attention to the preparation and training of Arabic teachers according to quality performance standards.

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**Conflict of Interest:** None to declare.

**Ethical Clearance:** All experimental protocols were approved under the University of Babylon – college of

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