

Evaluation in Educational System

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ABSTRACT

In educational system, all of members try to achieve desire goals. Evaluation is one of the elements used to improve employee performance and development of technology. The education system is usually administrators, staff, faculty, students and curriculum, they evaluated. Evaluating the strengths and weaknesses of the organization indicates that the results should be used in future planning. Due to the weaknesses and use appropriate solutions can lead to improved elements. The evaluation has positive implications for the extrusion. This means that the evaluation should Mkhly for administrators, staff, and students to be considered, Evaluator and appraisee should look into this matter in a positive direction and avoid any skepticism about the administration. This paper discusses the importance of evaluation and the role of managers in improving the screw.

KEY WORDS: education, evaluation, management

1. INTRODUCTION

Perhaps no managers' tasks are not as harder as employees' work evaluation. Anyway, the work evaluation process is one of the traits of modern world and can help creation of effective work force. In fact, the main goal of work evaluation is provoking personnel's motivation for doing tasks and organization's mission. Promotions, activities, choosing for training and increasing salary based on evaluation can provoke this motivation [1].

Educational system in each country has the highest ratio among organizations and state systems in terms of workforce and created jobs. Based on this, we can consider educational system as one of the most complicated social, economical, and cultural subsystems. Attending to broad coverage of educational activities, evaluation has an effective role in providing educational quality [2]. A Performance system has a good work when it measures its output. This system needs measuring work and learning to help organizational improvement and identify organizational development index, effective improvement and continuum improvements. Measurement system is able to identify people and teams and assess personnel's hosne niat and promote trust and desert of them [1]. Evaluation is the investigation of success in achieving goals and making necessary changes to improve educational activities results in future. Trainer should utilize the findings of this evaluation to determine other educational needs and based on that, do reforms that improve next term education [3]. One of the important evaluations in all educational systems are training teachers activities. Educational evaluation is the process by which relevant data are collected and transferred to useful information for making decision [4]

In a research investigated by Haji Agha Jani and Ghorbani (2005), the findings showed that about 40 % of personnel had a positive viewpoint toward evaluation and only 9/3 % of them had a positive viewpoint toward current university evaluation. Because evaluation is a way for developing personnel, individual negative viewpoint has a negative impact on development of the organization in which that individual works. So, a change in the way of current evaluation of university personnel seems essential.

In Ranjbar and colleagues (2006) research, the way of doing evaluation is proper in students and professors' opinion, but there is a considerable negative viewpoint in professors toward knowledge and honesty of students in filling questionnaire. It seems necessary to design and do some actions for developing professors' viewpoints about their evaluation by students and approximate the viewpoints of these two groups.

Fattahi and colleagues (2005) in their research claimed that most of the professors agree on the evaluation itself, and by taking into consideration that professors' evaluation is influenced by different factors, it is better to use multilateral evaluation methods and by determining suitable questions utilize suitable scores and secret results feedback. In order to encourage professors and authenticate results more, it is better to use evaluation for annual promotion and choosing best professor.

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2. Management and evaluation

Evaluation is a systematic process for collecting, analyzing and interpreting information, to determine if desirable goals have been achieved and how much evaluation is used for determining relation, efficiency and effect of definite activities [6]. Cascio sees work evaluation as systematic describing of strength and weakness of an individual or group in relation to tasks 'elements' [1].

Management significance and necessity in state organizations in comparison with other organizations is more, because managers' activities in state organizations have more limitations and inadequacies. Anyway, state managers face with high expectations of organizations managers, society and media expectations. These all make it possible for them to proceed in a limited, difficult and complicated way [8]. In management, evaluation is proportional value of phenomenon that is evaluated by using determined measures. Werther and Deyvis believed that work evaluation is the process that measures employee work, and when it is done correctly personnel, leaders, managers and finally the organization take advantage of it [1]. In the treaty written by Imam Ali (A) to Egypt governor, Malek Ashtar Nakhaee, and called Islamic Government charter, Imam Ali has valuable advices for managers that by obeying them, they achieve welfare. In this treaty, right employers for, employees evaluation, establishing payout system and suitable one, establishing human relation, reinforcing research spirit, encouraging employees to have honesty and good behavior and combining individual and organizational targets have been attended to [8].

Authorities and researchers believe that work is a basic subject in all organizational analysis and imaging an organization without evaluation and work measurement is difficult. Evaluation and work measurement make the system intelligent and stimulate individuals to behave properly and the main part is organizational codification and policy. Evaluation and measuring give necessary feedback in the following instances [1].

In management, evaluation is important, essential and continuum that managers in different levels should take it into consideration and in this way they involve in investigating personnel work, program improvement, efficiency of organizational resources and possibilities and amount of achievement in desirable goals. For this reason, organizations and institutes emphasize on evaluation and use it for recognizing qualification of personnel. Evaluation contributes to making better personnel's work and managers use the findings to make professional and formal decision to promote work conditions of personnel. Today, personnel has a basic role in evolution of administrative and employment and service [5].

Expected Work consequences:

1. Work improvement
2. Providing a basis for motivation and award [1].

Organization learning and knowledge is promoted in the following ways:

- Presenting organizational development index
- Identifying improvement points
- Developing personnel talents [1].

The criteria chosen for work evaluation should differ based on organizational levels and job degrees. In managers and leaders evaluation, we should consider some factors like planning, organizing, harmony, leadership, judging, supervision, making decision in critical conditions, innovation, communications, learning about political issues and sharing personnel in decision making. In evaluation of usual personnel, we should consider factors like skill, personality innovation and creativity, responsibility, honesty, reputation beauty, attention to moral criteria, self-confidence, work conscience, administrative discipline, progress and dominance on work, reasoning and understanding, acquiring power and the effects of in-service programs [1].

3. Evaluation in educational system

One of the main concerns of higher education is improving the quality. Adaptive studies of higher education show that the successful universities are those which have a university life circle system that is 1. Scheduling and development system; 2. Maintenance, evaluation and measuring credit; 3. Production and distribution system. Planning and evaluating are management advantage of higher education. In order to achieve these goals, evaluation advantage should be dominant on other university management advantages [9].

One of the important issues in evaluation is the way of evaluating outputs and utilizing "factors and indicators of quality" completely. Emphasizing on educational progress, occupation, unemployment, job proportion with major, free time after graduation, employer satisfaction, continuing education, students qualifications, entrepreneurship and goal achievement, are effective in evaluation.

Preparing factors and indicators are prerequisites in evaluation quality and is significant, that we can draw quality status of evaluation system properly [10].

The goal and role of education is training capable specialized human force required for performing relevant tasks in their work domain. One of the main factors that can lead instruction from static to dynamic status is evaluation. The basic aim of evaluation is reinforcing activities and effective methods and weakening undesirable activities and methods and helping managers for making more reasonable decision in employing, promoting professors, and finally promoting education as a profession [11].

Almost all countries involved in education issues act more or less in evaluation. Using students' ideas for teaching evaluation and professors' educational activities is one of the usual methods in world universities and in our country. Miler (2008) suggested different ways for evaluating teachers' activities: 1. Teacher's evaluation by students. 2. teacher's evaluation by colleagues. 3. Evaluation form of teacher's work. 4. Education progress exams. 5. evaluation interviews. 6. Evaluation by postgraduates [4]. Hesting and Madayoos believed that evaluation is collecting orderly documents to determine if real changes happens or no [12].

There are different ways for professors' evaluation, such as evaluation by students, by colleagues and educational authorities, investigating research and education outputs, investigating physical presence in educational environments, so on, which the most common way is professors' evaluation by students through definite questionnaires [6].

The most common instrument used as a criterion for measuring work quality is evaluation by students. This evaluation has the best advantage when these evaluations are given to professors for correcting their works and they do their tasks by informing of the results of these evaluations (6).

A successful teaching is one which most students have understood the teaching materials. To know whether the students have learned the lesson or not, schools should constantly assess amount of students learning to correct their methods and feedbacks. Evaluation should be done by which a teacher understands his deficiencies and secondly the students see at which level of learning they are to be able to make up for their weaknesses (12).

Shabani (1381) believes that there should be solutions and plan for supplying evaluation methods such as:

- Use all kinds of tests (concrete and abstract questions) for evaluation.
- For teaching the subject, students readiness and the past experience should be evaluated.
- Evaluation of students performance based on defined standards in lesson plan.
- Adjustment of evaluation method to teaching-learning conditions and teaching-learning activities.
- In evaluation of educational progress, students understanding is important not their memorized materials.
- Evaluation results are used as a way of acquiring correct educational habits.
- Formative evaluation results are used for improving and correcting educational activities.
- Summative evaluation results are used as an experience for future teaching.
- Give an immediate and appropriate feedback after evaluation of the students (12).

Finik (2002) believes that to improve evaluation system in future, it should be focused on two important principles: First, it should be considered multi information sources more than trust in students evaluation. He suggests that evaluation of teaching process should be done from six different aspects: content, the extent of student's learning, classroom behavior, curriculum decisions, teacher's knowledge and students traits by use of eight sources: educational materials, post and pre- students, post graduate students, teachers' explanation, colleagues, manager and counselor, according to educational goals (13).

4. Evaluation of curriculum

Today in many countries of world, governments with this believe that having educated proficient people are the role in society success, expend many parts of government for high education to equip young and active people to essential knowledge and Competence. Though there is worry that what situation is performance Quality.

This worry is centralization around 3 main issues:

1. do the universities and high education Institute are desirable about scheduling and organizing for educating educated and essential human force of society?
2. Do money and resource cost accurately?
3. Do these institutes of high education, educate desirable students? [14].

Curriculums in universities and high education institutes have the important role in success or failure [14].

Among activities that is performed in Schematization Curriculum:

1. Identity and adjustment educational goals. 2. Devoting extent Sequence Education context. 3. Selecting Learning guideline. 4. Supplying educational Materials [15].
2. Subjective Quality Evaluation is the survey ingredient and dimensions Condition of educational system to Come Off specific and given goals.
3. Evaluation of internal quality means investigating desirability and status of elements and educational system factors in order to realize determined goals. Evaluation of external quality means the amount of achieving definite goals by attending to resources available for higher education institutes. Evaluating internal quality by attending to desirability and fitness of different elements of curriculum and evaluating external quality by attending to the amount of their efficiency for products or producing curriculum. Evaluating the process of curriculum means investigating the ways for evaluation of design, usage, and curriculum. Evaluation of designing curriculum means investigating the quality of a set of attempts for supplying curriculum and includes decisions that leads to designing curriculum. (13).
4. Urenshtain and Hankinz believe: evaluating is done to identify strengths and weaknesses of curriculum before and after using. The goal is gaining information about strengths and weaknesses of curriculum that makes it possible for decision makers to review their activities and curriculums or adapt, maintain or stop them (15).
5. Evaluation at the stage of schematization should consider both training and practical qualities. Educational materials at the stage of schematization and supplying are prepared in different shapes and medias. Educational materials includes Textbooks, workbooks, self-study materials, readable books, slides and educational packages. Designed and supplied materials in each educational project depends on the course goal, course content, teaching-learning guidance, adequacy of staff for producing materials and economical sources. Evaluation at the stage of schematization should deal with gathering data about efficiency or inefficiency of students learning. The time and sources shouldn't be used for the materials that don't have real educational value. The obstacles of evaluating materials at the stage of schematization is like the evaluation of teaching-learning guidance (14).
6. Evaluation at the stage of schematization should deal with train and practical qualities of supplied materials:
7. A)educational qualities: it is contents relevant to educational goals, reliable contents, reasonable organization of contents, psychological fitness of contents, adapting to learning principles and students evolutional stages, attractiveness and spontaneousness, accurating the used language and suitable explanation, continuous fitness of learning duties, students reinforcement, allow for suitable and desirable practical and urgent reaction, ensuring providing critical thinking and understanding, providing multisensory-stimulus guidance and value transferring.
8. B)practical qualities: it includes cost range, flexibility for adjusting curriculums to various teaching-learning conditions, continuousness, easiness for use, apply for movement harmony of teenagers, attractiveness, using suitable colors, final quality, educating and guiding teachers for increasing the use of materials, easy replacing of defeated or destroyed sections (14).

5. Conclusion

Evaluation is one of essential organization element that perseverance and promotion of elements performance should be noteworthy for all members. Evaluation is done to know desirable goals that everyone are the role in it, Come off or not. Many sample of evaluation is Evaluation from masters, students, curriculum Managers and employee that is used results for increase positive and decrease deficiencies. Educational system is one of society important pillar, should play and perform desirable politics to improve evaluation methods.

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