

# An Investigation of the Relationship Between Students' Evaluation of Teachers and Evaluation of Teachers by Principals and Department Heads in Ethiopian Teacher Training Institutes

M.A. Thesis in Educational Psychology, Addis Ababa University, 1991.

Atsede Beyene

## Abstract

To introduce possible ways of giving genuine decision about the effectiveness of teachers' work efficiency the present study tried to examine the kind of relationship that could exist among the principal's, department heads' (Colleague) and students' ratings of teachers in T.T.Is'.

Data for the Research was collected using a rating form from 5 principals, 30 colleagues and 1908 students in the pre-examination and 1864 students in the post-examination rating of 79 teachers selected randomly from Harar, Nazareth, Awassa, Debrebirhan and Dessie Teacher Training Institutions.

The data collected were analysed for three cases; for overall teachers' ratings of all T.T.Is' for ratings of overall teachers in each T.T.I, and for each teacher's ratings in all T.T.Is'

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but low relationship was found between principals' and students' ratings at  $P < 0.05$ , while the relationship between the ratings of principals and colleagues and also between colleagues and students were not statistically significant implying that they differently describe the teachers' work effectiveness.

The ratings for overall teachers in individual T.T.Is' indicated a significant correlation between principal and students in one of the T.T.Is' and between principals and colleagues in other one T.T.I at  $P < 0.05$ . No significant relationship was found between students' and colleagues' ratings in each T.T.I. suggesting that these two groups differ in their evaluation of teachers.

Within the ratings of individual subject teachers in all T.T.Is' except in the case of two teacher's ratings no significant relationship was found between any of the ratings by principals, department heads and students.

Besides an analysis of variance showed no significant difference among all the groups in the ratings of overall teachers' performances of all T.T.Is'. When individual T.T.Is' were considered a significant difference prevailed between ratings of principals and students in the case of one T.T.I. A similar result was obtained between the ratings of principals and colleagues and that of colleagues and students. In the case of rating of each teacher a significant difference was found at  $P < 0.05$  between the ratings made by colleagues and students in one instance and a similar result was also obtained between the ratings made by principals and students.