

# 國立政治大學教育學系九十一年度碩士論文摘要

論文名稱：新竹縣市國民中學教師評鑑指標建構之研究

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本研究旨在探討國民中學教師評鑑理念內涵、理論基礎，了解新竹縣市教育人員對指標看法的差異，以建構新竹縣市國民中學教師評鑑指標。

本研究以新竹縣市地區公立國民中學教育人員，包括校長、主任、組長、教師等為母群體，以「新竹縣市國民中學教師評鑑指標調查問卷」為工具，以簡單隨機抽樣方式，對新竹縣市國中教育人員，抽取樣本 893 份，進行問卷調查。問卷資料採 T 考驗 (T-Test)、單因子變異數分析 (one-way ANOVA)、多因子變異數分析及雪費事後比較 (Scheffe' Posterior Comparisons) 分析等方法。獲得重要結論與具體建議如下。

## 壹、重要結論

- 一、獲致「國民中學教師評鑑」重要理念與內涵。
- 二、國民中學教師評鑑的理論基礎包括「動機理論」、「學習型組織理論」、「績效責任理論」與「生涯發展理論」。
- 三、新竹縣市國民中學不同「性別」與不同「組織參與」教育工作人員對整體指標體系看法沒有顯著差異。
- 四、新竹縣市國民中學不同任教「地區」教育人員在「學生輔導」、「教學設計」及「專業態度」層面上有顯著性差異。
- 五、新竹縣市國民中學不同「學歷」教育人員在「學生輔導」及「教學實施」層面上有顯著差異。
- 六、新竹縣市國民中學不同服務「年資」教育人員在「教學設計」、「專業態度」層面有顯著差異。
- 七、新竹縣市國民中學任教不同學校「規模」教育人員在「專業態度」層面上有顯著差異。
- 八、新竹縣市國民中學不同「職務」的教育人員在「學生輔導」、「教學設計」、「專業態度」層面指標有顯著差異。
- 九、新竹縣市不同類別教育人員對「新竹縣市國民中學教師評鑑指標」層面之間看法部分有差異。

十、新竹縣市國民中學教師評鑑指標包括「學生輔導」、「教學設計」、「專業態度」及「教學實施」等四個層面，共計四十六個指標內容。

## 貳、研究建議

本研究依據文獻探討與問卷調查統計分析之研究結論，提出教師評鑑指標應用與教師評鑑相關研究建議如下：

- 一、 評鑑指標體系可做為國民中學教師平日工作自我檢核的依據。
- 二、 評鑑指標體系可做為國中教師年終工作績效考核應用。
- 三、 評鑑指標體系的應用需考量不同類別教師的觀點。
- 四、 評鑑指標體系可作為建立學校本位評鑑計畫依據。
- 五、 評鑑指標體系可作為師資師資培訓機構與教師在職進修課程設計的參酌。
- 六、 重視國民中學教師在「學生輔導」與「教學實施」層面指標內容的工作支持與知識能力需求。
- 七、 培養國中教育人員專業研究、學習分享、團隊工作及社區參與的觀念與行動。  
加強國民中學教師評鑑制度研究。
- 八、 加強國民中學教師評鑑制度研究
- 九、 繼續國民中學教師評鑑指標的研究。

關鍵詞：新竹縣市、國民中學教師、教師評鑑指標。

## **【abstract】**

This research aims to study the connotation and basic theory about junior high school teacher evaluation, and to try to understand Hsinchu district teachers' different opinions on indexes system. According to the research material, we try to set up "Hsinchu's junior high school teacher evaluated indexes."

The members of this research is to rest on Hsinchu district public junior high school education members, including principal, managers and teachers as mother body, simple draw 894 copies of questionnaire to be the investigation samples in total.

This research uses "a research questionnaire for Hsinchu junior high school teacher evaluated indexes" as a tool. T-test, One way ANNOVA, MANNOVA, Scheffe' Posterior Comparisons and Pearson correlation are used to analyze the information getting from the above mentioned tools. Important conclusions are obtained as follows:

1. This research has gotten the important conceptions and connotations on the evaluation system of junior high school teachers.
2. The basic theories of junior high school teacher evaluation include: motive theory, learning organization theory, accountability theory and career development theory.
3. The participating teachers from different sex and different organization show the some views on evaluation indexes.
4. The teachers from different district show different views on some indexes about student counselling, instruction designing and professional attitude items.
5. The teachers from different academic background show different views on some indexes about student counselling and instruction practicing items.
6. The teachers from different service years show different views on some indexes about instruction designing and professional attitude items.
7. The teachers from different school scale show different views on some indexes about professional attitude item.

8. The teachers from different function of office show different views on some indexes about student counselling, instruction designing and professional attitude items.
9. The teacher in different background elements still exist some different views on the evaluation indexes.
10. There are 4 items and 46 indexes in Hsinchu district's junior high school teacher evaluation index system which includes "student counselling" 、 "instruction design" 、 "professional attitude" and "instruction practicing" .

According to above conclusions , some suggestions are give as follows :

1. The evaluation indexes system can be applied as the base of self-daily check of junior high school.
2. The evaluation indexes system can be utilized as The evaluation indexes system can be the junior high school teachers' annual assessment.
3. The application of evaluation indexes system must consider the viewpoints from different categories of teachers.
4. The evaluation indexes system can be used as the foundation of school-based evaluation plan.
5. The evaluation indexes system can be applied as the reference of teacher foster organization and on-job training curriculum design.
6. School masters should pay more attention on the demand of teachers' knowledge and ability about student counselling and instruction practicing
7. To cultivate the concepts and motions of the junior high school teachers' professional research ,learning share ,teamwork and community.
8. To enhance the research on teacher's evaluation system.
9. To keep on the research on the indexes of junior high school teachers' evaluation .

Key words : Hsinchu county , Junior high school teacher , Teacher evaluation index.