

# بسم الله الرحمن الرحيم



-Caron-





شبكة المعلومات الجامعية التوثيق الالكتروني والميكروفيلم





# جامعة عين شمس

التوثيق الإلكتروني والميكروفيلم

# قسم

نقسم بالله العظيم أن المادة التي تم توثيقها وتسجيلها على هذه الأقراص المدمجة قد أعدت دون أية تغيرات



يجب أن

تحفظ هذه الأقراص المدمجة بعيدا عن الغيار



# Design And Validate An Evaluation Tool For Nurse Teachers

#### **Thesis**

Submitted for Partial Fulfillment of **Doctorate Degree in Nursing science**(Nursing Administration)

## By

**Hala Mohamed Abdel Halim** 

(M.Sc.N. – Ain Shams University, 2002)

Faculty of Nursing
Ain Shams University
2010

# Design And Validate An Evaluation Tool For Nurse Teachers

#### **Thesis**

Submitted for Partial Fulfillment of **Doctorate Degree in Nursing science**(Nursing Administration)

**Under Supervision of** 

## Prof. Dr. Harisa M. A. El Shimy

Professor of Nursing Administration

Faculty of Nursing - Ain Shams University

### Dr. Rabab M. Hassan

Lecturer of Nursing Administration

Faculty of Nursing - Ain Shams University

Faculty of Nursing
Ain Shams University
2010



To my beloved family...

For their

Encouragement,

Tolerance,

And

Support...

## ACKNOWLEDGMENT

First and foremost, I feel always indebted to **ALLAH**, the most kind and the most merciful.

I turn with a grateful heart to **Prof. Dr. Harisa EL Shimy**, Professor of Nursing Administration, Faculty of Nursing, Ain Shams University. I am indebted to her meticulous supervision, constructive criticism, expertise, and continuous unlimited help. Without her enthusiasm and motherly attitude that has made the easiest out of most difficult, I would not have been able to start and complete this work. It has always been and will continue to be a great personal pleasure being a student of her.

I wish to express my appreciation to **Dr. Rabab Hasen**, Lecturer of Nursing Administration, Faculty of Nursing, Ain Shams University, for her meticulous supervision, fruitful guidance, valuable support and instructions throughout this thesis. All are deeply and cordially appreciated.

Last but not least, I would like also to express my gratitude and appreciation especially to my family and to all those who directly or indirectly helped me in putting this piece of work together and making it look the way it is now.

Hala Mohamed Abdel Halim

### **CONTENT**

Item	Page
	No.
List of Tables	iii
List of Figures	
Abstract	
Introduction & Aim of the Study	1
Review of Literature	8
Nursing education	8
Secondary technical nursing program in Egypt	10
Effective nurse teacher	12
Job evaluation	30
Teacher Evaluation	31
Performance appraisal	37
Job description	48
Job design	57
Job analysis	60
Job specification	63
Subjects & Methods	67
Results	82
Discussion	125
Conclusion & Recommendation	139

Item	Page
Juni	No.
Summary	142
Reference	147
Appendices	180
Arabic Summary	

### **LIST OF TABLES**

Tables No.	Title	Page No.
(1)	Distribution of the opinionnaire sample according to schools	83
(2)	Characteristics of nurse teachers and headmasters	84
(3)	Agreement of nurse teachers and headmasters upon proposed nurse teacher job description	85
(4)	Agreement of nurse teachers and headmasters upon proposed nurse teacher job description related to in-class duties and responsibilities	87
(5)	Agreement of nurse teachers and headmasters upon proposed nurse teacher job description related to administrative duties and responsibilities	88
(6)	Agreement of nurse teachers and headmasters upon proposed nurse teacher job description related duties and responsibilities in lab and other settings training	89
(7)	Distribution of the observation subject according to schools	90

**List of Tables** iv

Tables No.	Title	Page No.
(8)	Performance of proposed nurse teacher job description related to in-class duties and responsibilities as observed among nurse teachers	91
(9)	Performance of proposed nurse teacher job description related to administrative duties and responsibilities as observed among nurse teachers	92
(10)	Performance of proposed nurse teacher job description related duties and responsibilities in lab and other setting training as observed among nurse teachers	93
(11)	Performance of in-class duties and responsibilities (done by <60%) as observed among nurse teachers	94
(12)	Performance of administrative duties and responsibilities (done by <60%) as observed among nurse teachers	96
(13)	Performance of lab and other settings training duties and responsibilities (done by <60%) as observed among nurse teachers	98
(14)	Performance of in-class parts of proposed nurse teacher job description as observed among nurse teachers	99
(15)	Performance of outside administrative parts of proposed nurse teacher job description as observed among nurse teachers	100

**List of Tables** v

Tables No.	Title	Page No.
(16)	Agreement of jury group upon the face validity of the proposed format	102
(17)	Agreement of jury group upon the specifications and content of the proposed format	104
(18)	Agreement of jury group upon proposed jobholder duties and responsibilities	105
(19)	Characteristics of jury group	107
(20)	Agreement of jury group upon the face validity of the evaluation checklist for nurse teacher's performance	108
(21)	Agreement of jury group upon in-class tasks and responsibilities of the evaluation checklist for nurse teacher's performance	110
(22)	Agreement of jury group upon outside class tasks and responsibilities of the evaluation checklist for nurse teacher's performance	112
(23)	Agreement of jury group upon school lab and other practical settings tasks and responsibilities of the evaluation checklist for nurse teacher's performance	113
(24) a&b	Inter-rater and intra-rater reliability of in- class tasks and responsibilities of the evaluation checklist for nurse teacher's performance	114

List of Tables vi

Tables No.	Title	Page No.
(25)	Inter-rater and intra-rater reliability of outside class tasks and responsibilities of the evaluation checklist for nurse teacher's performance	117
(26)	Inter-rater and intra-rater reliability of school lab and other practical settings tasks and responsibilities of the evaluation checklist for nurse teacher's performance	119
(27)	Inter-rater and intra-rater correlations in various types of tasks and responsibilities of the evaluation checklist for nurse teacher's performance	121
(28)	Total scores of evaluation of nurse teachers' performance using internal consistency analysis	124

### **LIST OF FIGURES**

Tables No.	Title	Page No.
<b>(I)</b>	Job evaluation developed by Absolute Human Resource Solutions	30
(II)	The main domains and their categories of the performance evaluation of nurse teachers	35
(1)	Total performance of proposed nurse teacher job description as observed among nurse teachers	101
(2)	Inter-rater correlations in various types of tasks and responsibilities of the evaluation checklist for nurse teacher's performance	122
(3)	Intra-rater correlations in various types of tasks and responsibilities of the evaluation checklist for nurse teacher's performance	123