Teacher Evaluation System in Saudi Arabia

Abstract

Recently, teachers' evaluation has gained momentum in Saudi Arabia as it plays a crucial role in developing good educational outcomes and enhancing the quality of education. Teacher evaluation is essential because teachers join the profession with different motives and abilities. Having this diversity imposes the existence of an assessment structure that helps in the selection, placement, and improvement of teachers' performance. However, evaluation challenges exist within the current system. This poster will shed light on the current evaluation system in Saudi Arabia. It will help participants to understand how the evaluation is being conducted, the primary methods used, and the main stakeholders in the assessment process. It will also help to understand the challenges associated with this evaluation system and the possible reforms that should be taken into consideration in Saudi Arabia.

Introduction

The purpose of this poster is to discuss the current teacher evaluations system in the Kingdom of Saudi Arabia (KSA). In the past decade, teacher evaluation has gained a lot of attention in the country as it plays a crucial role in the development of education. It also promotes the achievement of excellent educational outcomes and the placement of qualified teachers in different educational positions. The evaluation process also helps in improving the performance of the teachers. Teachers often join the profession with different motives and abilities; this is why it is highly important to evaluate their capacities and skills to put the right person in the correct position. There are other goals for conducting teacher evaluation; one of them is to reward the good teachers' performance as well as to identify strengths and weaknesses that require further improvement.

The educational system in KSA is managed by the Ministry of Education. It was established in 1951 and had been enhancing education in the country since then. One of the significant priorities for the Ministry is to enhance teachers' competency. This is because the level and quality of education are associated with the performance of teachers. Although the Ministry of Education oversees the educational system in Saudi Arabia, it is the principals' primary obligation to assess the performance of teachers at schools. The second party who is responsible for the evaluation is the inspectors. Inspectors are assigned by the Ministry to visit schools and conduct a formal evaluation at least one time per year for each teacher. All schools in the kingdom are subjected to the same teacher evaluation system. Teachers, from elementary to high school level, are required to undergo two evaluations. One is a competency report that is prepared by the principal, and the other is the evaluation of job performance, which is performed by the superintendent in collaboration with a coach. It's important to note that the job performance report is the only document that a teacher is required to see. The administration focuses on the summative evaluation, which is significant as it gives decision-makers the relevant information needed about teachers. However, teachers in this country feel that summative evaluation limits them, and would like more formative evaluation, which is more teacher-centered. The centralized nature of the Ministry of Education poses additional challenges. Teachers and principals need to be trained to work together to understand the process of evaluation and its implications. These concerns and others are challenges to the education system in the KSA that need to be addressed. Hence, reforms concerning teacher evaluations should be considered in Saudi Arabia.

This poster will highlight the current evaluation system in Saudi Arabia. It will help participants to understand how the evaluation is being conducted, the main methods used, and the main stakeholders in the assessment process. It will also help to understand the challenges associated with this evaluation system and the possible reforms that should be taken into consideration in Saudi Arabia.