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Some Technical secondary schools Problems in Egypt and Facing them in the light of the Change Management Strategies

**A Summary of Master Degree Thesis in Education
(Educational Administration)**

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Introduction:

Now, the world witnesses an era that it hasn't witnessed before, which is characterized by deep and wide range political, economic, and social changes. These changes and transformations has reflected its impacts on different fields of life. They are contributing in creating and formation of the future in a no back manner.

In these changes the importance education becomes clear because of the interactive impact between education and political, economic, and social circumstances. The changes in the regional and universal community lead to the appearance of specific educational attitudes that copes with the new changes.

Human Power preparation is considered one of the most important bases that societies depend on in their progress because the suitable preparation for it investes all economic and social utilities. Scientific progress and applying new technologies in production and manufacturing fields has led to the depth and variety of specialty required for work, which requires the good preparation of this human power especially vocational to guarantee the best use of scientific progress and technology to achieve development goals.

Although change in educational institutions is a continuous and regenerating process and a necessity to competition in the short and long run, it represents a great challenge to management due to scientific progress and globalization. These challenges require the improvement and elasticity of educational institutions, therefore change management has become responsible for the continuity of such institutions through using its various techniques to improve the performance and efficiency of the educational institutions.

Research Problem:

Technical secondary education, in general, and the three years- system vocational education, in particular, suffers from various problems that using change management strategies may be useful in facing it. Studies emphasize that planning the present policies for vocational education is characterized by deficiency and not coping with Egyptian Community requirements leading to the appearance of many problems.

Regarding the previous words, research problem is determined by the following main question:

How can some problems of technical secondary education in Egypt be faced in the view of change management strategies?

Several sub questions branch from the previous question:

1. What is the reality of the technical secondary education in Egypt?
2. What is the educational change philosophy? And how it can be managed?
3. What are the strategies that change management can use?

4. How can we benefit from educational change management strategies in facing some technical secondary education problems?

Research Objectives:

This research aims to achieve a set of objectives which are:

- Description and analysis of technical secondary education reality in the view of management, organizational structure and problems.
- Recognition of factors that lead to change and its obstacles.
- Recognition of change management strategies.
- Giving a group of suggestions and procedural discussions to face some technical secondary education problems in Egypt through applying change management strategies.

Research Importance:

Research importance can be recognized through the following points:

Technical secondary education represents an important aspect of economic development through paying attention to the preparation process of clever and well trained human powers needed for work market in different fields which is urgently required in Egypt to cope with world industrial progress to improve Egyptian economic situation.

Facing some problem that hinder the technical secondary education development in order to achieve its goals in serving society.

Spreading change spirit in technical secondary education schools to bring in recent managerial techniques to improve the performance level of these schools.

Helping those who are responsible for technical secondary education to solve problems that face technical secondary education path.

Research Methodology:

This research depends on the descriptive method to recognize the theoretical and cognitive concepts and frameworks to observe technical secondary education reality and problems as well as to recognize change management strategies through using some statistical method suitable for field study.

Research Tools:

- **Field visits:** The researcher has visited some technical secondary education schools (3-years system) to recognize the problems facing them.
- **Personal interviews:** The researcher has done many Personal interviews with various leaders responsible for technical secondary education schools managing to recognize problems obstacles facing them.

- **Questionnaire:** Questionnaire is considered the main tool to collect data needed for this research, therefore the researcher used it divided into two parts: the first is to recognize the problems facing technical secondary education schools which included (41) statements, and the second is to recognize the requirement of applying change management strategies which included (20) statements.

The questionnaire has been applied at (417) members working in technical secondary education schools (3-years system) at Kalubia Governorate whose total number is (4036).

Research Limitation:

- **Objective limit:** Which is studying the reality of technical secondary education schools (3-years system) in Egypt through change management strategies.
- **Geographical Limit:** Field study has been applied on (14) technical secondary education schools (3-years system) at Kalubia Governorate.
- **Human Limit:** The research included a sample of (417) members working in technical secondary education schools (3-years system) at Kalubia Governorate.
- **Time Limit:** This research was done at the period from 2008 to 2011.

Research Terminology:

- **Change management:** It is the regulated efforts aiming to improve institutions' capacity for decision making, solving problems, and creating parallel relations between these institutions and surrounding environment considering changes in circumstances by using behavioural sciences.
- **Change management strategies:** It is the different methods used by the institution during developing itself, and represents a source against hapahatherd change or change that mainly happens as a reflect to external impacts regardless society and educational institution requirements.
- **Technical secondary education:** It is the (3-year) education that prepare the individual to be involved in the work market, through developing his/her mental and emotion powers, preparing them vocationally, behaviourally and in the speciality and providing

them with vocational cleverness to enhance and support society development.

Research Results and Recommendations:

Results:

The research revealed many results related to the Theoretical Frame Works :

- ✦ The Technical secondary schools need to change to achieve its objectives ,so the Importance of change management appears because of its effectives role in managing change.
- ✦ We should have many demands to face the problems such as the participation of the employees, in decision making ,working in teams , the effective communication between all the employees.
- ✦ The technical school management suffers from the weakness of the styles that is used ,and they did not use the modern styles .
- ✦ There is shortage in the financial resources which lead to many problems to achieve the objectives of the technical schools.
- ✦ There is many problems in preparing the teacher of these schools and also there are many substitutions that prepare the teachers which lead to the difference of the objectives between them.
- ✦ Pupils in technical schools are chosen according to the acceptance Policy which depends on the degrees and neglect the talents and the desire of the pupils.
- ✦ The participations of the companies and the production sectors is very weak which lead to the shortage of the supplies to the schools and affects the quality of the training of the pupils.
- ✦ The technical schools design is not suitable for the workshops and labs for the training of the pupils.
- ✦ There is neglectance to the maintenance of the building.

The Recommendations:

- ✦ We should adapt an atmosphere that help to increase the Knowledge and develop it and spread the change culture between the employees.
 - ✦ We should work through teams and should have compaction channels between then depending on the transparency and trust.
 - ✦ Training unit should be very important for achieving the developing for all the employees and teachers.
 - ✦ The acceptance for the pupils in the technical schools should be changed and should have objective tests to know the pupils' talents and desires and use scientific measures for this.
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- ✦ We should encourage the companies and production sectors to support the technical schools and train pupils in factories.