

Studying Success Rate in Board of Trustees Schools in Hormozgan Province, Iran

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Abstract: Regarding changes and needs of a growing community that has been raised today in the Islamic Republic of Iran, managing and controlling the organizations traditionally and centralized cannot be effective, and how to manage the organizations needs to be changed. Since the Ministry of Education is as one of the largest ministry which is responsible for school education has an important role in the community. Regarding the rapid pace of modern organizations managing schools traditionally faced with a serious problem and continuing this trend could interfere with the institution of higher goals, so the plan was presented to the school board to be implemented and it is expected new approach change could help the dynamics of these schools. Accordingly, this paper describes the field method and approach with the aim of identifying and measuring the success of schools in implementing the strategy in Board of Trustees elected by the province as the study area was undertaken. As a conclusion, it was stressed that transfer of the management of human capital within an organization can promote the performance and efficient use of all resources and organizational elements that collectively achieve the goals of the organization followed. It would also make recommendations to improve performance in schools and recommendations for further research in this field.

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1. Introduction

One of the most important developments is the introduction of information and its fundamental role in organizations and communities. Course of evolution media was in a way that caught the most basic form of human life from the age of two has reached the age of information, and even today some people believe that today is a meta-information age. The hasty manner is such that we will see the emergence of organizations in the not too distant future with our present conception of the fundamental differences (already discussed virtual organizations, organizations etc. Without Borders is showing the same thing). In fact, it is not unreasonable to predict that in the near future organizations will be structured based on their information network (Robbins 2001; Mukherjee and Suetrong 2009).

The information revolution will be so many of the lines will be collapsed and organizations based on shape information. Warren Benis has stated that organizational development reflects organizational changes and scientific strategy to transform a multiplicity of approaches and values proposed to adapt to environmental changes (Taslimi 1997).

Due to these changes, organizations are looking for ways to develop strategies for success in business and their goals. In the form of privatization and private ownership, management or both have been proposed. Governing by the Board of Trustees should be considered in this regard.

This study about implementation "schools run by the Board of Trustees," focuses on the BSC model in the province.

As mentioned above, this study aims to identify and measure the success rate of strategy implementation "schools run by the Board of Trustees' conduct, and to evaluate the existing models, model" balanced scorecard "selected on the basis of 4 Next customer, financial, internal processes, and growth promotion. Descriptive research approach is to the study the class of the field, and the type of application and a questionnaire was used for data collection. Balanced Scorecard model is shown in the following Fig.

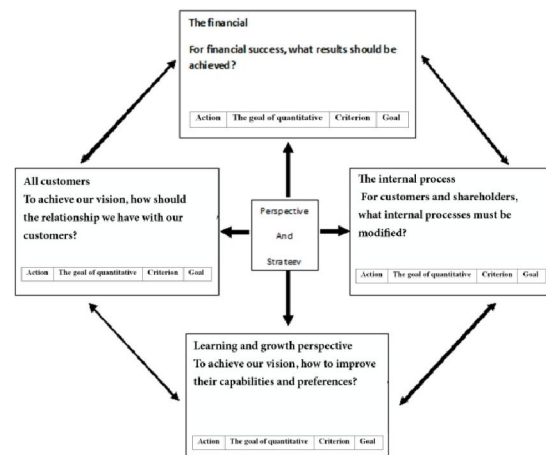


Figure 1 - Balanced Scorecard model

Statistical Population is all employees of the school and school administrators in the province that has a direct connection with the board school.

The results of this study showed that schools are managed by the Board, the executive program based on the guidelines have been issued to implement new management practices in all four axes, which are well studied relative success less government interference in the running of schools, parents, students gain confidence and trust in the schools and in the cost of funds, along with school officials and students have the optimal use of resources.

2. Practices of school administration in Iran

• Public

A management practice into public schools has long existed in the world and now forms one of the most popular schools in the world. In this way, the cost of public funds provided by the school and administrative staff, and school elected supervisor is responsible government agencies.

• Privacy

One of the new ways that are more privately managed schools that will implement the following forms:

- A) The profit for strictly private
- B) Non-profit
- C) The participation of the people (Board of Trustees)

Since the school office or the Board of Trustees is in the form of privatization, the privatization of the brief will be investigated in greater detail.

Privatization process is financial and legal issues that government in many countries to reform the economy and Iran to carry out the administrative system. The term of privatization indicates a change in the balance between state and market, interest market (Hoeven and Sziraczki 1997). Privatization is as a means to increase performance (financial and social) processes is a corporation because it seems mechanism of supply and demand in the market and competitive conditions, the use of production factors, increasing the efficiency and thus produce more and more goods and services and lower prices will vary.

The predictions for scientific and theoretical foundations of microeconomics experience in other countries have also been an issue addressed proof of why this is the case (Zagomy 1994; Warner 2012). But the point is debatable, and transfers ownership of the private sector in shaping society. Briefly, privatize it better to be done to strengthen private property rights, corporate restructuring, liberalization and deregulation, regulatory reform, financial reform (especially of capital markets) and the labor market, in order to encourage and guide development of the private sector in order to stimulate competition and

producers to enter the market, privatization of state-owned enterprises to the private sector (change of ownership) should be taken at the same time (Cheraghi 2007). Privatization at the national level should be started relying on specific strategic objectives, because many projects due to lack of clear strategic objectives not evaluate or stop moving or get out of the mainstream. Objectives should be formulated without conflict, negative interactions are defined and prioritized, coordinated effort.

Strategic objectives of privatization can improve the economic, social and cultural areas, eliminating monopolies and promoting competition, employment, development, the company reduce costs, shrinking the size of government, etc (Schwartz 1991). After explaining, two main objectives to increase profitability and enhance private property are considered.

Privatization process of the project since the beginning has had many ups and downs. Principles and practices of program development and privatization in Iran confirmed that its complement.

The government lacks a set of comprehensive, coordinated, complementary and direction (especially between institutions and organizations) with the goals and strategies of the large-scale privatization (Cheraghi 2007). There is no doubt that five years after the adoption and implementation of programs, especially in the Fourth Five-Year Plan and the implementation of policies in the context of Article 44 of the Constitution were made to the public in relatively good mental. This gradually activists industry and commerce and a sense of private investors ready to enter a new realm in the mechanism of "non-off" and the recent interpretation of the law, "privatization". This is critical, as its most basic infrastructure privatization process that is supposed (Schwartz 1991; Okten and Arin 2006)

Subject's participation in school governance theory has been around since the mid 1980's. During the hectic revolution was thought that education justice will be realized only in a state school, so handful of national schools, government. But it soon faded, and the Assembly passed legislation establishing a 1988 year non-profit schools in training the people were willing to contribute financially.

However, non-profit schools after more than 20 years, only about 7 percent of the students cover. Education Councils Act 1993 failed nodes participate in the open experience with public schools in the 1990's due to not continuing dispute over the definition of educational equity. Efforts to promote the participation of people in years 2001 and 2002 in terms of Article 88 of the Budget Law was put in the box and failed political disputes.

According to the Higher Council of Education, the Board of Trustees of the school, and macro policy framework and standards-based education, assessment and approval of annual budget allocations (the proposed principal), and funding for the school, and approval of the Terms of paid conservative, bonuses and remuneration of employees and agents of the school, recruiting and accepting help and gifts of cash and non-cash real and legal persons, including the powers and duties of the board of trustees of the school.

The review and approval of the development plan, equip, repair, maintain school credits needed to propose the appointment of principal in accordance with the standards of the school and educational issues, strategies and predicting cultural and educational strategies for achieving educational goals in the realm of promotion practices, Life Skills students and teachers are required to apply for a school assignment, according to the official notification by the Department of Education in accordance with the grade school, the school has other responsibilities of the Board of Trustees.

According to the Council on the monitoring decisions about how to use functions such as human resources, cooperation in conformity with the laws and regulations relating to the employment of part-time and without any obligation to state, monitor the implementation of the school's annual performance evaluation of the Board of Trustees, Monitoring of approved expenditure and financial balance school, review and approval of proposals, plans and programs related to school councils and associations, evaluation and licensing required of the Board and School Committee are under the school board of trustees control.

Books and materials, educational aids and curriculum guides based on Education Act based on ministry policies and rules and their use in the study after approval of the school curriculum,

Duties assigned by the Ministry of Education and the Board of Education, city area, the legal authority of the Board of Trustees and to provide interaction on the social and cultural foundations of effective school students in the educational process, including the obligations of the school board of trustees.

3. The results of descriptive statistics

A) Demographic data:

Data regarding sex show 74.3% of the respondents were female and 25.7 percent are male by age 21.4 percent of respondents under 25, 45.7% between 25 and 35 years, 20% between 36 45 years and 9/12 percent have more than 45 years of age. 11.4% of the associate's degree, 28.6% of the

respondents associate, 47.1 percent graduate, and 12.9 percent have master's degree or higher.

B) Analysis of the components:

The results of measuring the effectiveness of strategy implementation "schools run by the Board of Trustees," The balanced scorecard suggests that: Schools that are run by boards of trustees and donors who had great success in attracting funding for school funding, relevance and compliance resources (funding, donations, etc) the costs and expenses of allocating resources Financial schools to promote quality education, avoid wasting resources, for purposes other than education, Educational, Cultural, Educational, greater devolution of school satisfaction and less government interference in the details of the schools draw.

Popular participation in the development and establishment donors and school governance, management capacity and power to solve problems that cannot be solved through education, Each active participation of parents with respect to their abilities to solve problems, school, use the proper equipment and training to help new parents' confidence and their children are educated in schools, Board of Trustees, Develop healthy competition between teachers and between schools based on evaluation of teachers, organizing cultural events, art, science and sports students, evaluation of student work by teachers, teachers and school officials to deal appropriately with respect to knowledge students, enhance creativity in education through the formation of autonomous schools, Tuition classes for the more difficult lessons, lessons that students feel coordination with school work, and how students' needs, talents and interests , Multiplicity and diversity training programs are of high quality. Schools that are run by the Board of Trustees, the relative success of each class session offered as regular course content relevant, enabling the participation of parents who can afford to have less than the general public.

4. The results of the answers to the questions and inferential statistics

Conclusions from answering to the questions

Research and chi-square tests for univariate and binomial 95% confidence level showed that:

Successfully "strategy implementation in schools run by the Board of Trustees' relatively high (48.6 percent)

1 - Financial indicators, strategies, schools run by the Board of Trustees include:

1-1 - attract public support and funding for school donors

1-2 - match fitness and financial resources (funding, donations, etc) the costs and expenses

1-3 - optimal allocation of financial resources to promote quality education in schools

1-4 - avoid wasting funds for purposes other than education, Educational, Cultural and Educational

2 - Indicators of school activities and internal processes managed by the Board of Trustees of the strategy include:

2-1 - Parent participation of the public, have fewer financial resources

2-2 - greater devolution of school satisfaction and less government involvement in the school office details

2-3 - draw and grassroots donors in building partnerships and developing and managing schools

3 - Learning and Innovation Indicators (growth) strategy of schools run by the Board of Trustees include:

3-1 - Increases strength and power management to solve problems that cannot be solved through education

3-2 - Active participation of parents with regard to their ability to solve problems in school

3-3 - Use of appropriate equipment and teaching aids

3-4 - Create and develop healthy competition between teachers and schools based on evaluation of teachers

3-5 - evaluation of student work by teachers

3-6 - increased creativity in education through the formation of autonomous schools

3-7 - Coordination with how much homework students commensurate with the needs, talents and interests

3-8 - provide regular and relevant materials for each class session

4 - Indicators of customer management strategies for schools by the Board of Trustees include:

4-1 - winning the trust and satisfaction of the parents whose children attend the school board

4-2 - holding cultural events, art, science, and sports students

4-3 - with proper respect for the teachers and school staff and students

4-4 - tuition classes for the more difficult lessons, lessons that student's feel

4-5 - the number and variety of high quality training programs

- Financial indicators of the success of the strategy by the Board of Trustees of high school (83.2 percent).

- The success rate of implementation of strategy evaluation activities and internal processes managed by the Board of Trustees high schools (56.7 percent).

- The successful implementation of learning and innovation (growth) strategy of the school board of trustees were relatively high (42.8 percent).

- The success rate of implementation of the strategy of customer-oriented high schools by the Board of Trustees (57.1 percent).

5. Conclusion:

As in the present study and subject of previous investigations, using the balanced scorecard model to the key aspects of the evaluation and assessment is vital, it can be a good option for addressing and reducing the gap between corporate strategy development and implementation of strategies used and the transfer of understanding the mission, vision, strategy and performance expectations of all interested parties. The four main dimensions of the model considered and carefully put it evaluates.

The results of this study and previous research shows that Transfer of the management of human capital within an organization can promote the performance and efficient use of all resources and organizational elements that collectively achieve the goals of the organization are to be followed. With regard to the assessment criteria in all studies, standard units (in terms of financial, customer, internal process, and learning and growth) were observed. Greatest impact on improving the financial performance of this strategy is that the officers involved in the implementation of appropriate programs and close monitoring of financial performance, while saving resources, optimal use of available resources while maximum customer satisfaction and strive to improve the ability and talent is exploiting its achievements.

On the other hand, given that one of the intangible assets of organizations 'information' which is one of the best and most balanced scorecard approach to performance evaluation of such systems is considered. This model is given in three aspects of the financial perspective, customer, processes, learning and growth performance review; System administrators will be available to evaluate the efficacy. To review their policies and the reforms needed to make effective policies and strategies to pay.

5.1. Suggestions

Important role in improving the education and development of human life has led the students and parents expect that the school environment represents a growing, dynamic and breeding ground for their children to be God-given potential. Noble goals of education and attention to the mood and character of the younger generation, the differences due to geographical and environmental conditions and limited resources, require that School administration decisions based on strength, relative autonomy, flexibility and decentralized and participatory approach to public space school is propaganda or

dynamic, lively and active and the abilities and creativity of managers, teachers and students to flourish and manifest good.

Given these circumstances, the Board of Trustees of techniques including high schools have been considered in this context is, therefore, with regard to the results, the following recommendations are offered:

- 1 - Scientific and implementing plans to attract public donations and donors, and the efficient use of school funding and investment in development
- 2 - Developing a model to manage expenses and train the employees and matching the most appropriate resources (funding, donations, etc.), the costs and expenses
- 3 - Holding regular meetings with parents to engage them more
- 4 - Gaining more authority to managers of such schools by education
- 5 - Use the proper equipment and training aids to improve the quality of education and training
- 6 - Periodically evaluate the performance of teachers regularly
- 7 - The use of virtual learning opportunities to expand students' knowledge of evaluation tasks and facilitate coordination between teachers and parents
- 8 - Increasing the quantity and quality of educational classes
- 9 - Careful planning of lessons at the beginning of each session
- 10 - Developing and distributing brochures School Benefit Trust Board of Trustees for more parents

5.2. Suggestions for further research

- 1 - Quantification of indicators identified in the research and design evaluation techniques using image encryption
- 2 - Comparative study between normal schools and the Board of Trustees
- 3 - Design management model suitable for schools, Board of Trustees

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