

(74)

(187)

()

:

(2003 ,) .

(2001 ,) .

(2001,) .

(1994 ,) .

(2001,)

1999

.(1999 ,)

:

:

:

.1

.2

.3

.4

:

:

-

-

:

-1

(747) , 2004/2003

-2

:

:

(2003 ,) .

:

(2001 ,) .

:



:

.

.

.

:

,

,

,

,

) .

(2004

,

.(2003) .

:

:

.

-

.

-

.

-

(2001) .

:

,(1994)

,(Sullivan & Glanz, 2000)

:

(2003) .

:

-

,

.

-

-

,) .

(2002

Deborah king pugh ,(2003)

)

(

:

:

(1992)

(32)

(74)

"

(Zam parelli / 1992)

"

(45)

(79)

(1996)

(364)

(79)

:

(26)

(53)

:

(2000)

(316)

(211)

:

:

)

(

(1)

(747)

(1)

10	10-5	5-1					
174	114	95	102	189	92	383	
153	141	70	60	175	129	364	
327	255	165	162	364	221	747	

:

(91)

(96)

(%25)

(2)

10	10-5	5-1					
31	48	17	25	39	32	96	
24	46	21	17	38	36	91	
55	94	38	42	77	68	187	

:

:

(74)

:

(10)

.(% 87)

:

(3)

0.891	0.754	
0.677	0.799	
0.857	0.664	
0.840	0.844	
0.880	0.407	
0.712	0.880	

:

:

(74)

.(6)

(4)

%		
18.9	14	
18.9	14	
14.9	11	
13.5	10	
17.6	13	
16.2	12	
100	74	

:

(2.96) (2.82) (3.14)
(296-74)

(4 -1)

:

(5)

3	0.60	2.97	
3	0.62	2.97	
2	0.73	2.99	
6	0.57	2.82	
1	0.74	3.14	
5	0.57	2.89	
4	0.64	2.96	

:

(6)

3	0.469	3.075		1
7	0.511	2.93		2
5	0.480	3.01		3
4	0.463	3.02		4
9	0.602	2.81		5
10	0.743	2.76		6
5	0.531	3.01		7
5	0.626	3.01		8
1	0.708	3.31		9
2	0.632	3.21		10
8	0.707	2.91		11
7	0.697	2.93		12
6	0.676	2.97		13
6	0.567	2.97		14
	0.60	2.97		

(6)

(2.76-3.31)

(2)

(9)

(6)

(3.31)

.(2.76)

:

(7)

14	0.576	2.70		1
12	0.644	2.86		2
3	0.542	3.09		3
2	0.512	3.16		4
13	0.588	2.81		5
4	0.722	3.02		6
6	0.528	2.99		7
7	0.532	2.98		8
8	0.491	2.96		9
11	0.557	2.91		10
10	0.580	2.92		11
1	0.706	3.21		12
5	0.873	3.00		13
9	0.816	2.94		14
	0.62	2.97		

(7)

(2.70-3.21)

(2)

(12)

(1)

(3.21)

(2.70)

:

(8)

5	0.667	3.04		1
7	0.810	2.93		2
6	0.710	3.01		3
6	0.762	3.01		4
3	0.800	3.10		5
2	0.656	3.11		6
4	0.692	3.10		7
10	0.936	2.67		8
1	0.735	3.30		9
8	0.739	2.83		10
9	0.543	2.79		11
	0.73	2.99		

(8)

(2.67 -3.30)

(2)

(9)

(8) ,(3.30)

(2.67)

:

(9)

6	0.465	2.78		1
8	0.495	2.74		2
9	0.546	2.72		3
7	0.532	2.75		4
7	0.532	2.75		5
2	0.622	2.92		6
5	0.523	2.80		7
4	0.507	2.83		8
3	0.605	2.91		9
1	0.832	2.95		10
	0.57	2.82		

(9)

(2.72 -2.95)

(2)

(10)

(3)

(2.92)

(2.72)

:

(10)

1	0.629	3.25		1
3	0.961	3.22		2
11	0.809	3.02		3
2	0.610	3.24		4
8	0.819	3.07		5
8	0.888	3.07		6
5	0.655	3.18		7
4	0.622	3.21		8
9	0.731	3.05		9
10	0.762	3.04		10
4	0.703	3.21		11
6	0.731	3.14		12
7	0.728	3.11		13
	0.74	3.14		

(10)

(3.02 -3.24)

(2)

(4)

(3)

(3.24)

.(3.02)

:

(11)

1	0.625	3.31		1
9	0.599	2.79		2
10	0.598	2.75		3
8	0.481	2.80		4
9	0.543	2.79		5
5	0.474	2.85		6
3	0.462	2.89		7
7	0.531	2.81		8
7	0.499	2.81		9
4	0.527	2.88		10
6	0.529	2.83		11
2	0.684	3.20		12
	0.57	2.89		



(11)

(2.75 -3.31)

(2)

(3.31)

(1)

(3)

(.2.75)

:

(3.24)

(296-74)

(3.13)

(3.18)

(4-1)

:

(12)

3	0.55	3.20	
2	0.56	3.21	
5	0.63	3.14	
6	0.64	3.13	
4	0.59	3.17	
1	0.56	3.24	
	0.59	3.18	

:

:

(13)

3	0.523	3.29		1
9	0.514	3.16		2
5	0.493	3.25		3
1	0.537	3.37		4
11	0.555	3.13		5
12	0.596	3.12		6
6	0.504	3.21		7
13	0.555	3.10		8
2	0.559	3.34		9
4	0.498	3.26		10
14	0.652	3.05		11
10	0.555	3.15		12
8	0.562	3.17		13
7	0.554	3.18		14
	0.55	3.20		

(13)

(3.05 -3.37)

(2)

(4)

(11)

(3.37)

(3.05)

:

(14)

9	0.573	3.10		1
9	0.595	3.10		2
1	0.547	3.30		3
1	0.557	3.30		4
8	0.630	3.15		5
2	0.225	3.25		6
4	0.571	3.22		7
3	0.582	3.24		8
8	0.681	3.15		9
2	0.581	3.25		10
6	0.557	3.18		11
2	0.592	3.25		12
5	0.597	3.20		13
7	0.590	3.16		14
	0.56	3.21		

(14)

(3.10 -3.30)

(2)

(4 3)

(2 1)

(3.30)

(3.10)

:

(15)

5	0.568	3.15		1
7	0.595	3.11		2
7	0.649	3.11		3
3	0.644	3.19		4
2	0.643	3.21		5
6	0.608	3.14		6
6	0.615	3.14		7
9	0.712	2.90		8
1	0.692	3.32		9
8	0.660	3.05		10
4	0.598	3.17		11
	0.63	3.14		

(15)

(3.05 -3.32)

(2)

(9)

(10)

(3.32)

(3.05)

:

(16)

4	0.635	3.17		1
7	0.651	3.10		2
10	0.597	3.03		3
3	0.627	3.20		4
5	0.596	3.16		5
8	0.610	3.07		6
1	0.572	3.23		7
2	0.656	3.21		8
6	0.724	3.13		9
9	0.724	3.05		10
	0.64	3.13		

(16)
 (3.03 -3.23)
 (2)
 (7)
 (3) (3.23)
 (3.03)
 :

(17)

1	0.627	3.26		1
2	0.635	3.23		2
11	0.735	3.06		3
3	0.587	3.22		4
7	0.647	3.17		5
4	0.602	3.21		6
6	0.630	3.18		7
8	0.538	3.15		8
10	0.556	3.09		9
8	0.508	3.15		10
5	0.527	3.20		11
4	0.583	3.21		12
9	0.523	3.13		13
	0.59	3.17		

(17)

(3.06 -3.26)

(2)

(1)

(3)

(3.23)

(3.06)

:

(18)

7	0.478	3.20		1
4	0.527	3.24		2
5	0.514	3.23		3
1	0.592	3.49		4
9	0.609	3.13		5
24	0.594	3.24		6
8	0.570	3.19		7
9	0.643	3.13		8
4	0.646	3.24		9
2	0.521	3.32		10
6	0.531	3.22		11
3	0.537	3.30		12
	0.56	3.24		

(18)

(3.13 -3.49)

(2)

(4)

(8 5)

(3.49)

.(3.13)

:

(19)

0.000	12.52	0.60	2.97		
		0.55	3.20		
0.000	10.19	0.62	2.97		
		0.56	3.21		
0.000	9.16	0.73	2.99		
		0.63	3.14		
0.001	9.20	0.57	2.82		
		0.64	3.13		
0.000	1.80	0.74	3.14		
		0.59	3.17		
0.000	12.01	0.57	2.89		
		0.56	3.24		
0.000	17.38	0.64	2.96		
		0.59	3.18		

(19)

()

:

(2)

(2)

(2)



,

.

,

,

.

:

,

(2)

.

,

,

(3)

.

(2)

.

(3)

(3)

(3)

(3)

:

,

,

,

-
-
-
-
-
-

	:		:	
	:	2003		-1
		.		
		2001		-2
	.		:	
		2001		-3
	:			
		1992		-4
	.			
		1994		- 5
	.			
		2001		-6
	:			
		2000		-7
	.			
		1996		-8
	.			
		,1994 ,		-9
	.			

2001 -10

2004 -11

1999 -12

2002 -13

1-Sullivan, susan & Glanz Jeffery, 2000, supervision that improves. ***Teaching strategies and Techniques - California Corwin press ,INC .***

2- Zam parelli, Debra, 1992, Teacher Assistance program developmental induction program for Beginning Teacher, Ed. D. Nova University, ***Dissertation Abstracts international***, vol 50 , no, 6, P, 1024.

/

,

,

,

,

...

.

: _____

..... -1
 -2
 -3

:

8	7	6	5	4	3	2	1		
x					x			1	

8	7	6	5	4	3	2	1		
									1
									2
									3
									4
									5
									6
									7
									8
									9
									10
									11
									12
									13
									14
									15
									16
									17
									18
									19
									20
									21
									22
									23
									24
									25
									26
									27
									28

									29
									30
									31
									32
									33
									34
									35
									36
									37
									38
									39
									40
									41
									42
									43
									44
									45
									46
									47
									48
									49
									50
									51
									52
									53
									54
									55
									56

									57
									58
									59
									60
									61
									62
									63
									64
									65
									66
									67
									68
									69
									70
									71
									72
									73
									74

.2004/8/8