*

340 .

.1

.(Barnett, McCormick and Conners, 2001)

-1973 - (Downton)

-1978 - (Burns)

.(Barnett, McComick, and Conners, 2001)

(Bass) (Burns)

(Bass) (Burns) 1985

(Bass, 1998; .Bass and Avolio, 1994)

(Leithwood and Jantzi,

(Bass) 1996) .2007/1/10 2005/12/21

· 2008 © - 99 -

(Leithwood)

...

(Leithwood and Jantzi, (Bass, 1985; Bass and Avolio, 1994) 1996) (Miles, .2002) (Yu, Leithwood and Jantzi, 2002) 2092 107 (Hong Kong) (Geijsel, Sleegers, Leithwood, and Jantzi, 2003) .(Yu, Leithwood, and Jantzi, 2002) 45 1347 43 450 (Amoroso, 2002) (Seton Hall University) (Griffith, 2004) . (Amoroso, 2002) (Verona, 2001) (Leithwood .and Jantzi, 1996)

. (Leithwood and Jantzi, 1996)

. (Bass, 1985)

•

.2

-1 .

-2

.3

: -1

. -2

•

(Leithwood and Jantzi, 1996)

24

(Leithwood and - Jantzi, 1999) -

(Cronbach's alpha)
.(1) (Leithwood and Jantzi, 1996)

...

(1) 70 (2) 5 0.88 0.86 3 (2) 0.80 5 0.82 5 0.77 3 0.73 3 0.84 4

 0.84
 4

 0.83
 3

 0.79
 4

 0.83
 5

 0.75
 3

 0.70
 3

.

 $(\acute{\alpha} < .05)$

500

(340)

(3) .(%68) 22

.

(5)	(3)
-----	-----

				43.2	147		
				56.8	193		
0.88	3.51		1	100	340		
				65.9	224		
0.94	3.43		2	34.1	116		
0.91	3.33		3				
				100	340		
1.01	3.23		4	29.1	99	5	
0.95	3.20		5	42.1	143	15-5	
0.91	3.18		6	28.8	98	15	
		(4)		100	340		

.(3.31)

. (SPSS) .(11.5)

(5)

(4) . (5)

(5) (4)

(3.51) (3.43) .(3.33)

(3.20) (3.23)

•••

.(3.18)

(5)

.

(6)

0.75	1 70	0.83 1	3.17 1	147
0.75	1.78-	0.80 2	3.42 2	193
0.70	1.76	1.01 1	3.12 1	147
0.78	1.76-	1.01 2	3.31 2	193
0.308		0.92 1	3.27 1	147
0.308	1.02-	0.91 2	3.37 2	193
0.003		0.96 1	3.03 1	147
0.003	2.94-	0.92 2	3.33 2	193
0.0001		0.94 1	2.94 1	147
0.0001	4.34-	0.84 2	3.36 2	193
0.001		0.88 1	3.33 1	147
0.001	3.37-	0.86 2	3.65 2	193
0.005		0.83 1	3.17 1	147
0.003	2.80-	0.80 2	3.42 2	193

:

. (Appelbaum and Goransson, 1997)

()

.

. (Senge et al., 2000)

- 104 -

		(,	(7)		1	
		()				
-							
-	0.42	2.03	0.92 1 0.96 2	3.51 1 3.29 2	224 116		
	0.017	2.39	0.90 2 0.99 1 1.03 2	3.32 1 3.04 2	224 116		
	0.193	1.30	.87 1 0.99 2	3.38 1 3.24 2	224 116		
	0.030	2.17	0.89 1 1.04 2	3.28 1 3.05 2	224 116		
	0.004	2.89	0.82 1 1.02 2	3.28 1 2.98 2	224 116		
	0.060	1.88	0.86 1 0.92 2	3.58 1 3.39 2	224 116		
-	0.018	2.38	0.78 1 0.87 2	3.39 1 3.16 2	224 116		
(Bass,				1997)		(6)	
(Dass,				1985)	$(\rho = .003)$		
	. (I	Leithwood	and Jantzi, 199	6)		$(\rho = .000)$	
(Pounder	r and Colem	an, 2002)				· (ρ=.07	(ρ=.001) 5)
		_	_				(ρ=.078) (ρ=.308)
			(Bass, 1998)				(6)
						(ρ=.005)	
							.(2.80-=)
						(Leithy	vood and Jantzi, 1996)
(Pounder	r and		.Cole	man, 2002)			
					(Comer (Yammarino et	t al.,	et al., 1995)

...

 $(\rho = .042)$ **(7)** $(\rho = .030)$ $(\rho = .017)$ $.(\rho = .004)$ (8)) (15 15-5 5 2 13.914 0.000 8.20 337 285.882 339 299.796 2 17.455 0.0008.83 337 333.011 339 350.405 2 9.099 0.004 5.52 337 277.512 339 286.611 2 7.886 0.013 4.40 337 301.942 339 309.828 2 23.665 0.000 15.48 337 257.439 339 281.104 2 34.907 0.000 25.25 387 232.887 389 267.794 2 14.221 0.000 11.14 337 214.970 339 229.192 (7) (7) (1.30=)(2.38=) $(\rho = .018)$ $.(\rho = .193)$ (1.88=) $(\rho = .060)$

.

(9) (15 15-5 5)

15	
*0.41	5
*0.46	15-5
*0.41	5
*0.53	15-5
0.25	5
*0.39	15-5
0.26	5
*0.36	15-5
0.64	5
*0.51	15-5
*0.81	5
*0.56	15-5
*0.43	5
*0.46	15-5

.(0.05) *

(8)

(8)

- 107 -

(9)

.5

(9)

•

(Korac-Kakabadse,

.Korac-Kakab'adse, and Myers, 1998)

Lawrence Erlbaum Associates.

- Bass, B. M. and Avolio, B. 1994. *Improving organizational effectiveness through transformational leadership*. California: Sage Publications.
- Bass, B. M. 1985. Leadership and performance beyond expectations. New York: The Free Press.
- Chui, H. S., Sharpe, F. G. and McCormick, J. 1996. Vision and Leadership of principals in Hong Kong. *Journal of Educational Administration*, *34*(3), 30-48.
- Comer, L.B., Jolson, M.A., Dubinsky, A.J. and Yammarino, F.J. 1995. When the sales manager is a woman: an exploration into the relationship between salespeople's gender and their responses to leadership styles. *The Journal of Personal Selling and Sales Management*, 15 (4), 17-32.
- Geijsel, F., Sleegers, P., Leithwood, K., and Jantzi, D. 2003. Transformational leadership effects on teachers' commitment and effort toward school reform. *Journal*

- Amoroso, P. F. 2002. The impact of principals' transformational leadership behaviors on teacher commitment and teacher job satisfaction.

 Unpublished doctoral dissertation, Seton Hall University.
- Appelbaum, S. H. and Goransson, L. 1997. Transformational and adaptive learning within the learning organization: A framework for research and application. *The Learning Organization*, 4 (3), 115-128.
- Barnett, K., McCormick, J. and Conners, R. 2001. Transformational leadership in schools-panacea, placebo or problem? *Journal of Educational Administration*, 39(1), 24-46.
- Bass, B. M. 1998. Transformational leadership: Industry, military, and educational impact. New Jersey:

- leaders than men? in general and educational management it still "all depends". *Leadership and Organizational Development Journal*, 23(3), 122-133.
- Senge, P., Cambron–McCabe, N., Lucas, T., Smith, B., Dutton, J., and Kleiner, A. 2000. *Schools that learn*. New York: Doubleday.
- Verona, G. S. 2001. The influence of principal transformational leadership style on high school proficiency test results in New Jersey: comprehensive and vocational- technical high schools. Unpublished doctoral dissertation, The State University of New Jersey.
- Yammarino, F.J., Dubinsky, A.J., Comer, L.B. and Jolson, M.A. 1997. Women and transformational and contingent reward leadership: a multiple-level-of-analysis perspective. *Academy of Management Journal*, 40 (1), 205-22.
- Yu, H., Leithwood, K. and Jantzi, D. 2002. The effect of transformational leadership on teachers' commitment to change in Hong Kong. *Journal of Educational Administration*, 40 (4), 368-389.

- of Educational Administration, 41(3), 228-256.
- Griffith, J. 2004. Relation of principal transformational leadership to school staff job satisfaction, staff turnover, and school performance. *Journal of Educational Administration*, 42(3), 333-356.
- Korac-Kakabadse, A., Korac-Kakabadse, N. and Myers, A. 1998. Demographics and leadership: exploring gender differences. *Journal of Management Development*, 17(5), 351-388.
- Leithwood, K. and Jantzi, D. 1999. Transformational school leadership effects: A replication. *School Effectiveness and school Improvement*, 10 (4), 451-479.
- Leithwood, K. and Jantzi, D. 1996. Toward an explanation of variation in teachers' perceptions of transformational school leadership. *Educational Administration Quarterly*, *32*(4), 512-534.
- Miles, M. T. 2002. The relative impact of principal instructional and transformational leadership on school culture. Unpublished doctoral dissertation, University of Missouri-Columbia.

Pounder, J.S. and Coleman, M. 2002. Women-better

The Degree to Which School Principals of Albalqa Governorate Practice Leithwood and Jantzi's Transformational Leadership Model as Perceived by their Teachers

Abdullah M. Abu-Tineh, Osama M. Obeidat and Samer A. Khasawneh*

ABSTRACT

The purpose of this study was to determine the degree to which Leithwood and Jantzi's transformational leadership model is being practiced by school principals as identified by their teachers in Albalqa Governorate. The sample for this study included 340 teachers selected randomly. Results indicated that transformational leadership is being moderately practiced by principals. Moreover, female teachers and basic school teachers identified their principals as transformational more than principals of male teachers and high school teachers did. Similarly, new hiring teachers and mid career teachers identified their principals as transformational more than veteran teachers did.

Keywords: Leadership, Transformation, Transformational leadership, Leithwood and Jantzi's Model

^{*} Faculty of Educational Sciences, The Hashemite University, Zarqa, Jordan. Received on 21/12/2005 and Accepted for Publication on 10/1/2007.