

## Leading, management and administration as a comprehensive process

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### Abstract

The purpose of this research is to provide a complete picture of how important is the performance of school directors in Albania, with reference to the "Performance standards and evaluation criteria for school directors Guidelines".<sup>1</sup>

The purpose of this document is to be used as a reference for school directors. The performance evaluation for all school directors should be in compliance with these standards. Also, this document links closely school director's performance evaluation with student's achievements and the quality of the educational process.

This study is based on a methodology that includes both qualitative and quantitative aspects. The quantitative aspect is covering a large number of teachers and school directors in several city/village schools in Tirana, through surveys and questionnaires, in around 100 Tirana district schools with a sample of about one thousand teachers and seventy directors.

The comparison method used for the collection and interpretation of results serves to understand that the Albanian school system, despite the changes and reforms undertaken in recent years, again faces a poor quality of school management at different levels of education. Referring to previous research in this area, our subject matter has been both compulsory and upper secondary management, starting with performance appraisal, curriculum programs, management skills, leadership and professional skills of teaching and to the interpretation of data.

**Keywords:** leading, management, school, teachers, directors, legislation.

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