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AN EVALUATION OF IN-SERVICE TRAINING:

Women in Management 1978-1980

A THESIS PRESENTED IN PARTIAL
FULFILMENT OF THE REQUIREMENTS FOR THE DEGREE
OF MASTER OF EDUCATION AT
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JILL STEELE

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ABSTRACT

This report is an evaluation of the National In-Service training courses for Women in Education Management, run by the Department of Education from 1978 to 1980. Five courses were held during this time, but the first course had a follow up with the same membership, so for evaluation purposes these first two courses are considered as one.

The study used the Stake model for evaluation. This model provides a systematic framework for collecting data about a programme and further suggests how the various sections of data should be matched against the others.

Interviews, discussions, a mailed questionnaire, attendance at a Course and observations were methods used to obtain this data.

1975 was International Womens' Year and during this year the Department of Education co-sponsored with the Committee on Women at Victoria University, a conference entitled, "Education and the Equality of the Sexes". Following this Conference interest and awareness of the anomalies and unequal distribution of women in positions of education administration became more widely recognised. An Interim Committee on Women and Education was set up. This body made representation for special courses for women in education management training. In 1979 this committee was recognised as a National body and became inaugurated as the National Committee on Women and Education (NACWE).

One way to redress the imbalance of women in education management positions was thought to be to have special women-only management courses to train women in education management skills. Women needed to learn these skills in a supportive atmosphere and because of this, it was felt that an all-women course would be more useful and supportive than one where women had to 'compete' with the men as well

as learn their new management skills.

The courses had three specific objectives:

- (1) To train women in specific management skills
- (2) To study issues particular to women as managers
- (3) To prepare a group of women to become resource personnel in education management programmes in their own regions and districts.

This study examines the rationale for the Women in Management courses, looks at the three course objectives and examines the outcomes of the courses.

Discussion of these outcomes follows and recommendations for future development are given.

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