TABLE OF CONTENTS

Chapter | Content | Page
---|---|---
Acknowledgements | | v
Declaration | | vii
Forwarding Sheet | | viii
Approval Sheet | | ix
Abstract | | x
List of Tables | | xvi
List of figures | | xx

1. INTRODUCTION | 1-13

1.1. Background of the Study: | 1
1.2. Importance of Secondary Education in Pakistan: | 7
1.3. Statement of the Problem: | 8
1.4. Research Purpose: | 8
1.5. Objectives of the Study: | 9
1.6. Research Questions: | 9
1.7. Significance of the Study: | 10
1.8. Delimitations of the Study: | 11
1.9. Limitations of the Study: | 12
1.10. Definitions of Terms / Abbreviations: | 12

2. REVIEW OF RELATED LITERATURE | 14-53

2.1. Conceptions of Instructional Leadership: | 14
2.2. Major Functions of Instructional Leadership: | 23
2.2.1. Formulating Educational Objectives for School: | 24
2.2.2. Providing Learning Environment: ............................................................27
2.2.3. Protecting Instructional Time: ...............................................................27
2.2.4. Supervising and Monitoring the Progress: ...........................................28
2.2.5. Promoting Professional Development: ..................................................35
2.3. Desireable characteristic of an effective teacher: ......................................38
2.4. Evaluation of teachers’ Job performance: ..............................................40
2.5. Factors affecting teachers’ performance: ..............................................42
2.6. Instructional leadership and teacher job: ..............................................44
2.7. Studies on Relationship between Instructional Leadership and
Teachers’Job: .................................................................................................49
2.8. Conceptual frame work of the study: ......................................................52

3. METHODOLOGY OF THE STUDY ................................................. 54-73

3.1. Population: ...............................................................................................54
3.2. Sampling Procedure and sample size: ...................................................54
3.3. Rationale for Selection of sample: ........................................................57
3.4. Instruments for data collection: .............................................................58
3.5 Instructional Leadership Questionnaire: ...............................................58
  3.5.1 Validity of Instructional Leadership Questionnaire: ..............................59
  3.5.2 Reliability of Instructional Leadership Questionnaire: ..........................62
3.6 Teacher Job Performance Scale: ..............................................................64
3.7. Procedure for Data Collection: ..............................................................65
3.8. Data Organization: .................................................................................66
3.9. Statistical Procedures for Data Analysis: ..............................................66
4. ANALYSIS OF DATA ................................................................. 74-99

5. FINDINGS, DISCUSSION, CONCLUSION, RECOMMENDATION AND SUMMERY ................................. 100-116
   5.1. Findings of the Study .......................................................... 101
   5.2. Discussion of Results: .......................................................... 104
   5.3. Conclusions ........................................................................ 111
   5.4. Recommendations for education department: ....................... 112
   5.5. Recommendations for secondary school heads: ....................... 113
   5.6. Suggestions for further research: .......................................... 114
   5.7. Summary of the study: .......................................................... 114

References .................................................................................. 117

APPENDICES .................................................................................. 129

Appendix-A: Cover letter to Teachers
Appendix-B: Instructional Leadership Questionnaire
Appendix-C: Request for use of Teacher job Performance Scale
Appendix-D: Permission for use of Teacher job Performance Scale
Appendix-E: Copy of Teacher job Performance Scale
Appendix-F: No of Government Secondary Schools by Location and Gender
Appendix-G: List of Research Publication