

Evaluating Shahab Plan Based on the Components of CIPP Model

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ABSTRACT

The present study is a descriptive survey to evaluate the Shahab plan (identifying and leading top talents of high school) based on the components of CIPP model in Alborz Province was conducted. Population of the research include all executive staff members and the provincial committee, executive-scientific committee of the areas of Alborz province, managers, coaches, teachers and counselors of Alborz province high schools (814 people) who using a stratified sampling technique, 260 people were selected as statistical sample. Data were collected using two researcher made questionnaires that their validity and reliability were approved using formal content method and Cronbach's alpha. Descriptive statistics indicators and single group t tests was used to analyze the data. Research results indicate the importance of implementation of the Shahab plan for identifying top talents in high schools is significantly higher than average, but the selected strategies in regard to set of tasks, guidance, training and advice to their implementers and the selected facilities of necessary plan and mechanisms for support for this project is disadvantage and is less favorable.

KEYWORDS: Assessment, Shahab plan, CIPP Model, Top Talent, High School

1. INTRODUCTION

Today, in most countries, the issue of identification, support and guidance of top talents and create growth opportunities for them is one of the most important duties of social institutions especially institutions of breeding [1]. Therefore, identification, guidance and support of top talent is one of the most important issues emphasized by scholars, senior officials of the regime and upstream documents of the country. Iranian supreme leader in meeting some of elites and the academic elite, pointing to the importance of identifying top talent and have deemed it prior to identify elites. Also, several sections of the comprehensive map of the country refers to the need to identify and proper conduct of the best talent and the first national strategy of the macro strategy of 8 is the improvement of advising system and talent identification and academic guidance of the country.

Jaoswivh and Stocling [2] in this field indicate that in most countries, due to the identification of gifted and talented programs are superior, because the students through it can to recognize and develop their unique abilities. Therefore, with identifying and understand the concept of talent in the twentieth century, this highly was regarded by psychology experts especially cognitive and information-processing theorists so that several models was presented in this area [3], and in this context, generally field models, particular field Models, System models and Growth models are mentioned. So can be said cognition methods and pattern of talented individuals are not only different and very, but also during various periods have been changed. So that, today, the criteria for identifying children with high abilities has changed [4, 5] and a more comprehensive approach replaces the one-dimensional approaches to the past. Some experts have suggested that rather than identifying the talented people, it is better to be identified all gifted students and design appropriate programs to them [6]. Therefore, different models have been provided for the identification and assessment of gifted individuals including Renzoli model [7], Park model [8] Meyn and Stritik model [9], Model of Clark [10], Tannbaum model [11] Foldhosen et al Model [12] and Shahab model.

Shahab plan as the first official document of the elite National Foundation mission in the field of student at 2008 / Feb. / 14 was approved by the members of the Board of Trustees, headed by the president and the last modification was approved at 2012 / Jan / 27. The mission of this project which composed of a preamble and 10 articles is: detecting, identifying, recruiting, guidance and academic, educational and spiritual authority of owners of top talent from the primary schools to the secondary education and preparation for continuing support at the different step of higher education. The objectives of this project are: A) Nurturing top and excelled talent and developing appropriate field and mechanisms for their growth and development as national and godly capitals. B) Strengthening and qualifying religious and national identity for who those have top talent within the different curriculum of general education, in order to sense of responsibility to play a constructive role in promotion of the country. C) Educational and spiritual supports students with high aptitude in order to benefit from their capabilities and features of the growth and progress of the country.

Due to the executive barriers and lack of appropriate contexts in the early years after the adoption of the plan, the first serious work to implement the plan began in 2010 and with forming the strategic Council and

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executive headquarters (as two pillars of the plan pillars). After several meetings of the strategic Council and executive headquarter in 2010, a theoretical and practical framework of the Shahb plan were provided by headquarter and provincial expertise groups of the in National Foundation of elites and various parts of ministry of Education, especially National Center for Education talented and young scholars, and the most obvious cases are: studies and plans for regional offices of Foundation in provinces of Isfahan, Hormozgan and south Khorasan. Then at the second half of 2011, while several experts' meetings, general theoretical framework and a set of policies and programs of the project in the test phase was finalized, and its pilot was in 2012 in the agenda of the elite National Foundation and the Ministry of Education. The pilot project in 2012 as a way of test and in 2013 as a comprehensive test study was conducted in Alborz Province. Since this project will be implemented across the country in the coming years, therefore, to identify the strengths and weaknesses of the project and provide practical solutions to optimal implementation plan can help significantly to success implementation across the country. Therefore, the aim of this study was to evaluate the Shahab plan based on CIPP Model that it is the most effective pattern of systematic patterns that was designed in 1970s by Stufflebeam at the American Studies Center at Ohio State University that evaluation in the model have been described as a way of setting up, to obtain and provide descriptive and judicial information about the value and desirability of objectives, design, implementation and results, in order to guide, decision making, responsiveness to the needs and understanding of phenomena [13] Hence The most important questions raised by this study are:

- 1) Are adequate used facilities, materials and threads?
- 2) Is right strategy designed in regard to guidance, education and advice the administrators?
- 3) Is monitoring and evaluation continued done on how to implement project?
- 4) Is shahab plan successful on identification of the premier students' talents?
- 5) Is shahab plan necessary for identifying top talent in high school?
- 6) Is the executive mechanisms designed to implement the plan according to goals determined?
- 7) Are the administrators plan familiar with executive instructions developed and obligation to cooperate with it?

2. MATERIAL AND METHODS

Population, sample and sampling

Considering that the aim of this study was to evaluate the Shahab plan (identifying and guidance top talents of high schools) in Alborz Province, the research method is descriptive – practical of survey. The study sample consisted of all members of the provincial executive staff and committee, Scientific- Executive Committee of areas of Alborz Province, principals, coaches, teachers and counselors of Alborz high school (814 patients) that using a stratified sampling, 260 subjects were selected.

Research tools and methods of data collection

In this study, two researcher made questionnaires were used that the questionnaire has three sections (Introduction, demographic variables of the study and the research question) was set based on a 5-point Likert and indices of CIPP Evaluation Model to evaluate the quality of the input, context, process, and output in developing the Shahab plan.

A) questionnaire of experts: The questionnaire consisted of 38 questions that have been set in form of a five degree range from strongly agree to strongly disagree, and was completed by experts from Department of Education Office of Alborz province. Cronbach's Alfa of the test was estimated ($\alpha= 0.89$) on a sample of 20 people. To check validity of the test a content validity method was used and the research questions of the questionnaire were assessed and reviewed by experts.

B) Questionnaire of Executive agents: This scale has 24 items and were used by managers, coaches, counselors and teachers in schools. Cronbach's Alfa of the test was estimated ($\alpha= 0.86$) on a sample of 20 people. To check validity of the test a content validity method was used and the research questions of the questionnaire were assessed and reviewed by experts.

3. RESULTS

A) Descriptive findings (Table 1)

B) Other results

Research questions: In order to investigate the amount of facilities adequacy, facilities of the plan, appropriate strategy of Shahab plan, monitoring and evaluation continued, plan success in identification of the students, Necessity of implementing Shahab plan, appropriate enforcement mechanisms, and administrators familiarity with the executive instruction of the single group t-test was used and summary of the results of t test and difference of the means has been reported in Table 2.

According to Table 2 Univariate t tests to assess differences in mean obtained by theoretical mean, can be said about the component of adequacy of facilities and facilities of Shahab Plan in the group of experts, the average obtained is 17.26, which is less than theoretical mean about 3.73. In addition, the t value obtained (-5.54)

is significant at the level $P \leq 0.01$. Thus, with 99% confidence can be say according to experts' comments in the research, facilities selected in the Shahab plan are not appropriate.

Table 1. Distribution of population and sample of experts and executive staff of Shahab plan in the Alborz Province

The population levels	Statistics		Frequency / percent		Sample size Based on the table of krejcie And Morgan		
	Man	Woman	Man	Woman	Man	Woman	Collect
Experts of General and areas Administration	89	3	22	1	29	1	30
Administrators of areas	315	407	78	99	101	129	230
Total	404	410	100	100	130	130	260

Table 2. Univariate t tests to assess differences in mean of component and theoretical average

Components	Groups	Mean	Mean difference	Degrees of freedom	t Value	Significance Level
Adequacy of facilities	Experts	Experimental 17.26	- 3.73	41	- 5.54	0.0001
		Theoretical 21				
	Enforcement Agents	Experimental 10.03	1.03	302	6.69	0.0001
		Theoretical 9				
Being appropriate strategy	Experts	Experimental 19.04	- 1.95	41	- 2.26	0.02
		Theoretical 21				
	Enforcement Agents	Experimental 13.84	1.84	41	10.58	0.0001
		Theoretical 12				
Continuous monitoring	Experts	Experimental 8.66	- 0.33	41	- 0.69	0.49
		Theoretical 9				
	Enforcement Agents	Experimental 3.55	0.55	302	10.12	0.0001
		Theoretical 3				
Recognizing talent	Experts	Experimental 6.00	0.00	302	0.00	1.00
		Theoretical 6				
	Enforcement Agents	Experimental 7.13	1.13	302	11.33	0.0001
		Theoretical 6				
Necessary to implement the plan	Experts	Experimental 9.14	3.14	41	19.85	0.0001
		Theoretical 6				
	Enforcement Agents	Experimental 8.86	2.86	302	39.98	0.0001
		Theoretical 6				
Being Appropriate support mechanisms	Experts	Experimental 7.90	- 1.09	41	- 3.12	0.003
		Theoretical 9				
Executives familiar with the operating instructions	Experts	Experimental 11.57	2.57	41	7.32	0.0001
		Theoretical 9				
	Enforcement Agents	Experimental 12.41	3.41	302	32.68	0.0001
		Theoretical 9				

In group of enforcement agents, the average obtained in component of facilities adequacy of Shahab plan is 10.03, which is 3.10 and more than the theoretical mean about 1.03. In addition, the t value obtained (6.69) is significant at the level $P \leq 0.01$. Thus, with 99% confidence can be say according to enforcement agents' comments in the research, facilities selected in the Shahab plan are not appropriate.

About component of appropriateness of strategies of the Shahab plan, in the group of experts, the average obtained is 19.04, which is less than the theoretical mean about 1.95. In addition, the t value obtained (-2.26) is significant at the level $P \leq 0.05$. Thus, with 99% confidence can be say according to experts' comments in the research, strategies selected in the Shahab plan are not appropriate in regard to assign tasks, guidance, training and advice to implementers. While in the enforcement agents the average obtained is 13.84, which is more than the theoretical mean about 1.84. In addition, the t value obtained (10.58) is significant at the level $P \leq 0.01$. Thus, with 99% confidence can be say according to enforcement agents' comments in the research, strategies selected in the Shahab plan are appropriate in regard to assign tasks, guidance, training and advice to implementers.

Continuous monitoring and evaluation in the selection of top talents in the Shahab plan, in the group of experts, the average obtained is 8.66, which is less than the theoretical mean about 0.33. In addition, the t value obtained (-0.66) is not significant at the level $P \leq 0.05$. So, amount of monitoring and evaluation of how to attract and identify top talent is moderate. In the group of enforcement agents, the average obtained is 3.55, which is more than the theoretical mean about 0.55. In addition, the t value obtained (10.12) is significant at the level $P \leq 0.01$, and according to the comment of enforcement agents of plan, continuous monitoring and evaluation for attracting and identifying top talent has a good performance.

About component of success in identifying top talent in the Shahab plan, according to experts, the average obtained is 6 that are equal to the theoretical mean. The obtained t value is zero, which is not significant at the $P \leq 0.05$. So, it can be said that according to experts, the success rate of Shahab plan in identifying top talent is moderate. In the group of enforcement agents, the average obtained is 7.13, which is more than the theoretical mean about 1.13. In addition, the t value obtained (11.33) is significant at the level $P \leq 0.01$. Thus, with 99%

confidence it can be said according to enforcement agents' comments, the Shahab plan has a good performance for attracting and identifying top talent.

About component of necessity for Shahab plan, in the group of experts, the average obtained is 9.14, which is more than the theoretical mean about 3.14. As well, the obtained t value has been reported 19.85 that is significant at the $P \leq 0.01$. So, it can be said that according to experts, the importance rate of Shahab plan in identifying top talent is significantly higher than average. In the group of enforcement agents, the average obtained of the component is 8.86, which is more than the theoretical mean about 2.86. In addition, the t value obtained 39.98 is significant at the level $P \leq 0.01$. Thus, according to enforcement agents' comment, necessity of the Shahab plan in identifying top talent is significantly higher than average.

In the field of suitability of mechanisms to support the implementation of the Shahab plan, in the group of experts, the average obtained is 7.90, which is less than the theoretical mean about 1.09. As well, the obtained t value has been reported -3.12 that are significant at the $P \leq 0.01$. Thus, according to experts' comment, necessity mechanisms to support the Shahab plan is in an inappropriate situation. In this variable, due to lack of enforcement agents' familiarity with the subject, the opinions of this group is not used.

In the component of executives' familiarity with the executive instructions of the Shahab plan, in the group of experts, the average obtained is 11.57, which is more than the theoretical mean about 2.75. As well, the obtained t value has been reported 7.32 that is significant at the $P \leq 0.01$. Thus, according to experts' comment in this research, the rate of executives' familiarity with the executive instructions of the Shahab plan is significantly more than average. In the group of enforcement agents, the average obtained of the component is 12.41, which is more than the theoretical mean about 3.41. As well, the obtained t value has been reported 32.68 that is significant at the $P \leq 0.01$. Thus, according to enforcement agents' comment in this research, the rate of executives' familiarity with the executive instructions of the Shahab plan is significantly more than average.

4. DISCUSSION AND CONCLUSION

The main objective of this study was to evaluate the Shahab plan (identifying and leading top talent of high school) in Alborz Province. Initial findings of the present study about appropriate of plan Shahab strategy about leading, training and guidance of performers demonstrate the fact that, according to experts, selected strategies in the Shahab plan on the task set, leading, training and guidance is not appropriate, but enforcement agents have found it convenient. However, the training and education of human resources, considered as one of home strategies to access to capital human and a positive adjustment with conditions of change [14] and Barrett and Connell [15] considered training resources human as a social investment and it has expressed that organizations must be tailored to the age of information technology is constantly trying to make the opportunities for development of their resources human competencies to improve their performances [16]. Therefore, employee training not only is good but also is an activity which each organization should consider the resources for it to have always efficient and informed human resources in available [17]. Hivard [18] argues that, since the most important executive part of talent identification, is identification of gifted students' process for, it is necessary to consider that the most important points are:

- Data which are collected from various sources must be obtained by the use of objective methods. For example, interviews with parents, individual intelligence test, practical assignments, observation of behavior and emotion.
- Data was collected using formal methods such as standard test and informal methods, such as, interviews with teachers.

He believes that doing these things exactly needs to determine the people with the authority and instruction of techniques needed in this regard. It is recommended that the Ministry of Education on the implementation of in-service courses for officers of departments and educational affiliated areas, be more seriously, because the data received from the Office of Human Resources Planning of Department of Education of Alborz Province shows few experts of General Office and educational affiliated areas have participate in-service training courses of the plan.

The second finding of the present study in regard to the rate of facilities adequacy, equipment, materials and threads used in the Shahab plan indicates different viewpoint of experts and enforcement agent in this regard. According to experts in this research and facilities and equipment selected in the Shahab plan is not appropriate while enforcement agent of Shahab plan have found it convenient. Among the many things that can be done to fix this problem, allocating the necessary equipment and facilities, providing educational materials regarding the process of talent, organize in-service courses, holding the scientific conferences to learn functor of the ministerial level and queue more about the aims of the plan.

The third finding of this study is to determine rate of success of Shahab plan in doing process of monitoring and evaluation continued on how to attract and identify top talent indicates that according to experts in the current research, the rate of monitoring and evaluation on how to attract and identify top talent is moderate. While the enforcement agent has been evaluated performance of the component. Richert [19] suggests that one way to increase the accuracy of evaluation, applying different criteria of evaluation. Whatever we use of different data sources and methods, accuracy of assessment increases. Moreover, the correct application of the results of different methods is also important. incorrect installation of data, use data that are not reliable enough,

to apply the results in the inappropriate stages, use of data without validity and giving insufficient weight to data are improper use of the results of the multiple methods. False combination of data obtained from different sources of information leads to bad decisions [19].

Pursuant to the provisions contained in the executive directive of Shahab plan (issue of circulars communicated in 2012), the process of monitoring and evaluating on how to implementing the plan is duties of general office and National Foundation of Elites, it is recommended that Ministry of Education has more control on the implementation of the plan and how to interact the National Foundation of Elites and Ministry of Education. Developing indicators to monitor the implementation process of the plan in the general office, affiliated education areas and schools and receive reports periodically of experts related to implementing the plan (in the general offices and areas of education) could promote this issue.

The fourth research findings regarding the rate of success of Shahab Plan in identifying top talented students indicates that according to experts in the current study, the success rate of Shahab Plan in identifying top talent is average, but enforcement agent have evaluate its function proper. The obtained information and the performed interviews indicate the fact that if prediction processes be implemented accurately in executive instructions of Shahab plan and proper support of it, it can be identifying top talent students of the secondary school. So, given that, today has changed the criteria for identifying children with high abilities [4, 5] and a more comprehensive approach replaces the one-dimensional past approaches. Some experts have suggested that rather than identifying the best talent people it is better to identify all students' talent and design appropriate programs to them [6], it is necessary to collect data using different ways and various information sources. Intelligence tests, creativity tests, academic achievement tests, evaluation of students' portfolio, teacher reports of student behavior in the classroom, introducing parents, introducing peers, and the methods of self- evaluation are the evaluation methods of gifted and talented [20].

The fifth research findings regarding the necessity of implementing the Shahab plan in the secondary school indicates according to experts and enforcement agents, the importance level of implementing the Shahab plan in identifying top talent in high school is significantly higher than average. Comparative studies of education system in other countries of the world and the results of this survey (questions 11 and 12 of questionnaire of enforcement agent and experts) show that the process of identifying talents should be lie on lower courses of study, such as guidance schools and rather elementary school to good planning after identifying top talent in order to enhance and flourish talent. In elementary school, students need to recognize their talent areas (education, skills, art), and consequently must be prepare the facilities and equipment necessary to actualize the talent to make decisions in order to determine the proper education and career way. Mien and Skertik [9] argue, early identification provides opportunities for children to act out the potential unfortunately, in most cases, the identification of gifted and talented children is performed with a delay because it is believed that intelligence tests fail to correctly identify child gifted and talented.

The sixth research findings regarding familiarity rate of presenters with guidelines of Shahab plan and requirements along with it suggest that according to experts of this study, familiarity rate of enforcement agents with instructions of Shahab plan is significantly higher than the average and enforcement agents have been also approve this thing.

The seventh research findings regarding the mechanisms necessary for support of the Shahab plan suggest that according to experts in the study, mechanisms necessary for support of the Shahab plan is undesirable. Therefore, officers and staff of the Ministry of Education and the National Institute of elites should pay attention to this important point that the necessity for successful implementation of any plan and developing the mechanisms necessary is support. According to data obtained from the Bureau of talented and young scholars of general office of education in Alborz Province, budget foreseen for this project have not been given to the general office and consequently to the areas of education. Thus, it is recommended that appropriate experts to investigate the exact executive mechanism necessary for smooth implementation of the plan estimate costs and the necessary facilities and the Ministry of Education be consider desired funds in their annual budget and to the general office of Education and its areas.

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