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Abstract
ABSTRACT
The aim of this research is to investigate the factors of full time administrative staff assessment and evaluation in public schools of Taiwan.The perspectives of this study include: (1) the situation of running assessment and evaluation in public schools in Kaohsiung, Taiwan; (2) the opinion of administrative staff on the assessment and evaluation standard; and (3) the aspects related to the improvement of assessment and evaluation.
This research found that:
(1) There are many schools performing the assessment and evaluation as a purpose to obey the excellent portion of restrict policy in government.
(2) Most schools have the committee for performance appraisal. However, some supervisors determined employees' performance rank by random assignment or having them take turns regardless of their true performance.
(3) Opinions from interviews show that the aspect of assessment and evaluation are mostly not related to the routine work and duties. For these main reasons, the assessment and evaluation of full time administrative staff in public school do not function as well as they should have.
Based on the findings of this research, this study suggests several suggestions for full time administrative staff in public schools, school committees, and governments for further improvement .

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