

Findings:

Competencies which were rated by experts at the most necessary level for department heads in order to perform educational supervision in secondary schools under the jurisdiction of General Education Department were competencies related to knowledge and understanding, competencies related to techniques and competencies related to personality and attitudes.

With regards to competencies related to knowledge and understanding, these competencies included knowledge and understanding in curriculum which were policies and objectives of secondary education, curriculum definition, curriculum implementation, extra curriculum, curriculum evaluation, and secondary curriculum B.E. 2521 and B.E. 2524. Knowledge and understanding in teaching which were philosophy and theory of teaching instructional process, teaching techniques, instructional improvement, selecting and organizing instructional activities, techniques and skills in teaching, producing, utilizing and developing instructional aids, measurement and evaluation process and techniques, including construction of tests. Knowledge and understanding in educational supervision which were foundation philosophy and principles, personnel roles and functions, tasks and activities, developing and promoting, planning, objectives setting and alternative selecting, program developing and supporting, program evaluation and application of results. Knowledge and understanding in related areas which were educational innovation and local resources.

With regards to competencies related to techniques these competencies included ability to conduct and hold meetings, brainstorming, problems and needs assessment, analyzing and ranking problems, supervision objectives setting, alternative selecting, developing supervision plans and projects, coordinating, informing principles and performance process, developing skills and attitudes towards educational supervision, performing appropriate techniques, quality controlling, performing according to plan and project required, following personnel performance, and motivating and reinforcing.

With regards to competencies related to personality and attitudes, these competencies included creative thinking, self-confidence, intelligent, up-to date, enthusiastic, good human relation, good leadership, sacrifice, impartiality, good manner, calm, self-discipline, honest, justice, good personality, and good physical and mental including good attitudes toward educational supervision and being a good supervisor.