

The Role of School Administration in Developing Creativity among Teachers in Government Schools during the Corona Pandemic from the Point of View of School Teachers in the Ramallah and Al-Bireh Governorates

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The Role of School Administration in Developing Creativity among Teachers in Government Schools during the Corona Pandemic from the Point of View of School Teachers in the Ramallah and Al-Bireh Governorates

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Abstract

The current study aimed to identify the role of school administration in developing creativity among teachers in public schools during the Corona pandemic from the point of view of school teachers in the governorates of Ramallah and Al-Bireh. Ramallah and Al-Bireh and it consisted of (96) male and female teachers, and the study tool was distributed to them, represented by a questionnaire consisting of (21) items. The study concluded that there is a significant role of school administration in developing creativity among teachers in government schools during the Corona pandemic from the point of view of school teachers in the governorates of Ramallah and Al-Bireh.

The results of the study also indicated that there are no statistically significant differences in the average responses of the respondents regarding the role of school administration in developing creativity among teachers in public schools during the Corona pandemic in the governorates of Ramallah and Al-Bireh, according to the variables (specialization, educational qualification, years of experience), and building On the results of the study, the researchers came up with a set of recommendations, the most important of which was that school principals should work on distributing the study burdens on teachers fairly, and the need to organize courses by the principals and work to rehabilitate teachers in developing creativity.

Keywords: school administration, creativity development, Ramallah and Al-Bireh governorates.

Introduction

The world is experiencing a tremendous development in all scientific fields, which has affected all walks of life, especially the educational field, where the role of the school is developing according to various global developments, and the role of the school is no longer limited to indoctrination of information and knowledge, but rather it goes beyond that to interest in the development of different aspects of the personality. The individual becomes capable of learning, research, innovation and creativity, as the modern school seeks to achieve the integrated growth of the student's personality cognitively, emotionally and skillfully, and accordingly it teaches the student how to think, and how to be a creative researcher, and this is what the school leadership must develop among teachers to reach these learners to the highest Degrees of creativity and innovation in various fields.

The school leadership that manages this institution must be able to provide an educational environment that includes activities that develop creativity, curiosity and develop imagination, and are characterized by ambiguity and challenge, and are linked to unusual and unfamiliar situations, those that push students to inquiry, research and investigation, so that some parts of These activities are subject to realistic experimentation, which allows them to interact in the surrounding environment, and develop their creativity inside and outside the school, which is positively reflected on the students' behavior, thinking and creativity (Al-Farra, 2019).

Creativity and innovation are necessities, important elements, and basic features that should be available in a modern school principal, as a result of the growing ambitions, the multiplicity of needs, and their diversity. The educational process, and the leadership of the school era. It is undoubtedly in need of a method that carries with it creativity, innovation, innovation, and dynamism in all aspects of administrative work (Al-Shara', 2018).

The method that was used in schools may not withstand these challenges, the rapid development in various fields of knowledge, and the information revolution; Because the continuation of this traditional routine administrative method will inevitably lead to stagnation, and thus a retreat from keeping pace with the contemporary civilizational progress. The modern school principal should not stand at a certain level of efficiency and effectiveness, nor be content with what he has achieved by performing his work with sincerity, as he must have ambition and strong motivation for much further, including being fully prepared to adapt to the requirements of The age, by unleashing the creative energies inherent in the self, and stimulating the innovative capabilities of its workers so that creativity, innovation, renewal and flexibility become the main test by which he manages the educational process in his school, and in his movements in the school community (Warekat, 2018).

Based on the foregoing, it was found that there is great importance for the development of creativity among all individuals in the educational system, especially students, as it was found that creativity is an important element that accompanies individuals throughout their lives and works to manage their affairs in all aspects to the fullest and based on the foregoing, this study came in order to An investigation of the role of school administration in developing creativity among teachers in public schools during the Corona pandemic from the point of view of school teachers in the governorates of Ramallah and Al-Bireh.

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Study Problem

Creativity is one of the important elements that students must acquire throughout their lives, and creativity works to reach the deepest degrees of thinking about things, which requires the release of negative energy, and creativity works to develop capabilities, organize human energies and refine skills, which makes creative people live a life in all prosperity. Prosperity and sophistication, and this is reflected in the elevation of society by encouraging individuals to write, read and teach, as well as working on the development of human knowledge. Creativity also makes work fruitful in the community, which leads to the growth of the spirit of work, and it turns out to researchers that there is a Corona pandemic that worked on scribbling in the school system As a whole, and that there is a decline in creativity among teachers, and this is what the researchers unanimously agreed upon, each according to its region. For this reason, the researchers decided to conduct a field study aimed at identifying the role of school administration in developing creativity among students, so the study problem may lie in answering the following main question:

What is the role of school administration in developing creativity among teachers in public schools during the Corona pandemic from the point of view of school teachers in the Ramallah and Al-Bireh governorates, and the following sub-questions are derived from the main question:

- 1 - There are no statistically significant differences in the averages of the respondents' responses regarding the role of school administration in developing creativity among teachers in public schools during the Corona pandemic in the governorates of Ramallah and Al-Bireh, according to the specialization variable?
- 2 - There are no statistically significant differences in the averages of the respondents' responses regarding the role of school administration in developing creativity among teachers in public schools during the Corona pandemic in the governorates of Ramallah and Al-Bireh, according to the educational qualification variable?
- 3 - There are no statistically significant differences in the averages of the respondents' responses regarding the role of school administration in developing creativity among teachers in public schools during the Corona pandemic in the governorates of Ramallah and Al-Bireh, according to the variable years of experience?

Study Importance

The importance of the study lies in the importance of its topic, which dealt with the role of school administration in developing creativity among teachers in government schools during the Corona pandemic. It is related to the school administration combined with creativity and that it will work to provide important references that benefit specialists in this field and that this study will work hard to solve the problem of lack of creativity, especially that left by the Corona pandemic, and that this study will benefit both researchers in this field and specialists in the field of creativity as well as managers Schools, educational supervisors, teachers, and all those working in the education sector and provide them with advice and guidance on the implementation of administrative processes within the school in order to develop creativity and its continuity among students.

Study objectives

To: This study aims

To identify if there is a role for school administration in developing creativity among teachers in public schools during the Corona pandemic from the point of view of school teachers in the governorates of Ramallah and Al-Bireh

To identify if there are statistically significant differences in the averages of the respondents' responses regarding the role of school administration in developing creativity among teachers in government schools during the Corona pandemic in the governorates of Ramallah and Al-Bireh according to the variables (specialization, educational qualification, years of experience).

The limits of the study

The study will be limited to the following limits:

Human limits: all public school teachers.

Spatial boundaries: Ramallah and Al-Bireh governorates.

Time limits: the first semester of the 2021-2022 school year.

Study Terminology

Role: A set of expected functions, tasks and responsibilities that an organization or an enterprise sector can perform to achieve certain goals within the community (Al-Majali, 2017).

School administration: It is the process of planning, organizing, managing and supervising activities carried out by an educational institution through the use of human resources and educational materials to achieve the teaching function efficiently and effectively. Smart school management includes conducting educational or school operations from providing a safe learning environment to managing the school budget (Shaqour, 2019).

Administrative creativity: a process that results in a new work that satisfies the institution to which it belongs, or that it accepts as useful, and is characterized by the original tendency, and the split from the normal sequence, which is thinking into a completely different thinking (Al-Khawaja, 2017).

Previous studies

The researchers reviewed several previous studies, where the greats (2020) presented a study whose aim was to reveal the role of school principals in Mafraq Governorate in nurturing talent for students of special education classes. The descriptive survey method was used. The final study sample consisted of (26) principals and principals of schools for students of special classes. The questionnaire was used as a tool for the study. It consisted of (40) items distributed over five areas: (school administration, planning, teachers, gifted students, activities and programs) After verifying its validity and reliability. The results of the study showed the following: that the estimates of the study sample members about the role of school principals in Mafraq Governorate in developing talent among students of special education classes came with a high degree of appreciation, where the center's management came in the first place and the planning field came in the second place. The field of teachers came in third place, the field of gifted students ranked fourth, while the field of activities and programs ranked last. The results of the study related to individual statistical differences

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revealed that there were no statistically significant differences ($\alpha = 0.05$) due to the effect of gender in all fields and the total degree. The results also showed that there were no statistically significant differences ($\alpha = 0.05$) due to the effect of years of experience in all fields and the total degree except for planning, and the differences were in favor of less than 5-10 years. In light of the results of the study, the study recommended a set of recommendations, the most important of which are: developing an integrated system and a comprehensive methodology for identifying the gifted and improving the quality of standards and tools for identifying gifted students in school administrations in accordance with the updates of the educational process for the gifted, conducting studies that reveal the problems facing school principals. In their dealings with academically outstanding students in special classes, conducting more studies based on the study of talent care for students in special classes from the point of view of other research samples such as teachers, and working to link them with other variables such as academic achievement and creative performance.

Abu Madigam (2019) conducted a study, the aim of which was to identify the degree of school administration's practice of its role in developing creativity and its relationship to school performance from the point of view of primary school teachers in the Negev region within the Green Line, and a random sample of (417) individuals was selected from the study population of Their number was (3975) teachers from primary schools in the Negev region during the academic year (2016-2017), and used the descriptive survey and correlative approach, and the questionnaire was used as a tool for collecting study data after verifying its validity and reliability. The questionnaire consisted of two axes, the first: the role of school administration In the development of creativity, it may consist of four areas (the teaching process, human relations, improving and developing the school environment, thinking, expression, dialogue and discussion), and the second axis: school performance and it consists of four areas (the relationship with the school principal, the relationship with the local community, and the relationship with students, and teaching and learning) and the results of the study showed that the degree of school administration's practice of its role in developing creativity was to a large degree, as all fields came to a great extent, and the results also showed that the degree of School performance in all its aspects came to a large extent, and there is a positive correlation between the role of school administration in developing creativity and school performance from the teachers' point of view.

Shari'a (2018) presented a study, the aim of which was to identify the teachers' point of view in the Education Directorate of Taybeh and Al Wasatia Districts in Irbid Governorate on the role of school administration in developing and enhancing their creativity. The researcher used the descriptive survey method in his research and used an electronic questionnaire that he randomly distributed to the study sample in order to collect the necessary data for the research. And a female teacher, while the number of the study sample reached 250 male and female teachers, 105 male and 145 female teachers. The researcher has used many statistical methods through the SPSS program in analyzing the data. Among the most important findings of the researcher: that from the point of view of teachers in the Directorate of Education of Taybeh and Al Wasatia Districts in Irbid Governorate about the role of school administration in developing and enhancing creativity for them, it was moderate. The study also showed the presence of statistically significant differences in the opinions of the sample members about the study tool according to the variable of experience, and the absence of

statistically significant differences in the opinions of the sample members about the study tool according to the educational qualification variable.

Al-Rashidi study (2018), which aimed to identify the role of school principals in discovering and developing talent and creativity among primary school students in Al-Farwaniyah educational governorate, summarized the impact of each of the variables of gender, academic qualification, years of experience, and gender of learners, and used the descriptive survey method, and the study sample consisted From (304) male and female teachers, they were chosen randomly, and a tool consisting of (35) items was used, and its validity and reliability were confirmed. Education from the point of view of their teachers was average, while the order of practicing the fields of study according to their arithmetic averages came as follows: (developing talent and creativity, the teacher, school administration, the local community). The results showed that there were statistically significant differences at the significance level ($\alpha \leq 0.05$) for the responses of the study sample members due to the variable years of experience, and the differences came in favor of more than 15 years) on the domain (teacher, and the local community domain), and differences came in favor of the category (10-15 years).) in the field of school administration. The results also indicated that there were no statistically significant differences at the significance level ($\alpha \leq 0.05$) for the responses of the study sample members due to the variable of gender, academic qualification and the gender of the learners. In light of the results that were reached, the researcher recommends a set of recommendations, the most important of which are: Involving primary school principals in the State of Kuwait in training courses on how to develop creativity and talent among students, and involving teachers in the activities associated with creativity.

Al-Majali (2017) presented a study aimed at identifying the role of school administration in developing creativity among computer teachers in Mafraq Governorate schools from their point of view. The researcher used the descriptive survey method for its relevance for the purposes of the study. The sample consisted of 71 female teachers and 56 male teachers, and a questionnaire of 27 items was distributed to them. Using the spss system, the results of the study showed the following: The role of school administration in developing creativity among computer teachers in Mafraq Governorate schools from their point of view was an average of 2.96, with an average estimate of the presence of statistically significant differences according to the variable (gender) in favor of females, in addition to the presence of differences in the opinions of The sample members attributed to the variable of experience in favor of years of experience less than 5, and years of experience between 6-10. There are differences due to the variable of the directorate in favor of the directorates of the Kasbah and the North-West Badia. There are statistically significant differences related to the variable (Educational Qualification) in favor of the Bachelor's degree. In light of the results, a number of recommendations and proposals were presented to develop creativity for computer teachers

Al-Naimat (2016) conducted a study aimed at finding out the role of school leadership in developing creativity among secondary school teachers in the education of the Qasbah Amman and from the teachers' point of view, and knowing the differences between the members of the sample about supplementing the creativity of teachers according to the

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variables (specialization, number of years of experience and then scientific qualification) A questionnaire was built for the purposes of the study, and this study consisted of (27), where the researcher used the descriptive approach, and the results showed that the degree of school leadership practice came to a medium degree according to the standard used in this study. There are statistically significant differences at the significance level ($\alpha = 0.0$) in the role of school leadership in developing creativity among secondary school teachers in the education of the Amman Qasbah from the teachers' point of view, according to the difference in academic qualifications. Based on these results, the researcher recommended that the administrative leadership should benefit from experienced teachers in developing their creativity, in order to develop the educational process. Conscious school leaders must be chosen, who believe in the importance of creativity in the educational environment, and that the school leadership should be concerned with distributing classes according to teachers' creativity and conducting similar studies, due to the importance of developing creativity among teachers.

Al-Suwaiti (2015) presented a study, the aim of which was to identify the role of school administration in developing creativity in government schools in the Hebron and Bethlehem governorates. The study sample consisted of (196) male and female managers, which is equivalent to approximately (50%) of the total number of managers, and the researcher used the field descriptive approach to collect data from the community. The study, and the researcher prepared a questionnaire consisting of (39) questions, in addition to a construction question to identify the role of school administration in developing creativity in public schools in the Hebron and Bethlehem governorates and their obstacles, in the light of what was stated in the theoretical literature on school administration and Creativity, and the study found that the teacher's field of creativity development was very large, with a rate of 86.7%. And that the field of school administration in developing creativity was large by 75%, and in the field of the local community in developing creativity it was large by 70.4%. And in the field of school environment in the development of creativity was significant by 70.4%. As for the field of educational curricula in developing creativity, it was an average of 68.1%. And the total degree of the study sample's answers to questions related to the role of school administration in developing creativity in public schools in the Hebron and Bethlehem governorates and their obstacles from the point of view of its principals, amounted to 76.4%, and This indicates a large approval rate towards the questions. It was also clear that there were no statistically significant differences at the level of significance ($\alpha = 0.05$), in the role of school administration in developing creativity in public schools in the northern governorates, and its obstacles from the point of view of its principals due to the variables (educational qualification, years of experience, and principal's specialization, and workplace) while there were differences attributed to the gender variable.

The study of "Al-Ajeez and Al-Shaldan" (2009) aimed to identify the role of school leadership in developing creativity among secondary school teachers in the governorates of the Gaza Strip from the teachers' point of view. % of the original population of (3416) and after analyzing the results using the statistical program (spss) the study reached the following results that the role of school leadership in developing creativity among secondary school

teachers in the governorates of the Gaza Strip from the teachers' point of view is significant, and it was found that there are no significant differences Statistics on the role of school leadership in developing creativity among secondary school teachers in the Gaza Strip governorates from the teachers' point of view according to the educational qualification variable. All qualifications without discrimination.⁶ Also, there are no statistically significant differences regarding the role of school leadership in developing creativity among secondary school teachers in the governorates. The Gaza Strip from the teachers' point of view of the variable years of service, and the researchers attribute this to the fact that teachers with less service have joined universities and obtained an education diploma and joined many intensive courses held by the educational administration, so they are all equal with those with long years of service. 7- Also, there are no statistically significant differences about the role of school leadership in developing creativity among secondary school teachers in the governorates of the Gaza Strip from the teachers' point of view regarding the variable of specialization in the bachelor's degree. The process of developing creativity among teachers, whether in training courses, or in technical guidance for teachers to raise the level of creativity they have.

It came in Al-Balawi's study (2008), which aimed to identify the role of school administration in developing creativity in government schools in the governorates of (Nablus, Tulkarm, Qalqilya, Jenin, Tubas, and Salfit), and also sought to know the role of school administration in developing creativity from the point of view of The principals vary according to the variables (gender, educational qualification, years of experience, specialization in the bachelor's degree, and place of work. The study sample consisted of (215) male and female managers, which is equivalent to (approximately 50%) of the total number of managers, and the number of individuals who returned the questionnaires) 196 individuals. The researcher used the field descriptive approach to collect data from the study community. The researcher prepared a questionnaire that consisted of (39) questions, in addition to two construction questions to identify the role of school administration in developing creativity in public schools in the northern governorates and their obstacles, in light of what It came in the theoretical literature on school administration and creativity, and the study reached the following results: 1. The teacher's field of creativity development was very large, with a rate of 7.86.2%.The local community in developing creativity was large with a percentage of 4.70.4% 4. The school environment field in developing creativity was large with a percentage of 4.70.

Study Approach

For the purposes of this study, the researchers used the descriptive analytical method for its relevance to the nature of the study. This method is defined as a method of studying scientific phenomena or problems by performing their functions in a scientific way, and then arriving at logical explanations that have evidence and proofs according to specific frameworks for the problem.

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study population and sample

The study population is defined as all individuals or elements related to the problem of the study, which the study seeks to generalize its results to, and thus the community in this study is the teachers of public schools in the governorates of Ramallah and Al-Bireh, where a sample available for the study was identified, consisting of (96) teachers and teachers from Males and females from different specialties.

Table (1): Demographic characteristics and independent variables for the study sample

variable	Category	Number	Ratio
Academic qualification	Diploma	8.000	8.300
	Bachelor's	71.000	74.000
	Postgraduate	17.000	17.700
	Total	96.000	100.000
place of residence	Village	33.000	34.300
	City	53.000	55.200
	Camp	10.000	10.400
	Total	96.000	100.000
Years of Experience	Less than 5 years old	28.000	29.200
	From 5-10 years	13.000	13.500
	11-15 years old	6.000	6.300
	more than 15 years	49.000	51.000
	Total	96.000	100.000

Study Tool

Through reviewing the theoretical literature and previous local, Arab and foreign studies, a questionnaire was developed to be the main study tool for collecting its data, and it took into account in its design the Palestinian privacy, with the aim of identifying the role of school administration in developing creativity among teachers in public schools during the Corona pandemic from the point of view of school teachers in Ramallah and Al-Bireh governorates. , which contained (20) paragraphs related to the subject of the study, and the answer key to the paragraphs of this section was designed on the basis of a five-dimensional Likert Scale, as shown below

Category	Very Low	Low	Medium	High	Very High
	1	2	3	4	5

Tool Validity

After preparing the study tool in its initial form, the number of its paragraphs that measure the study tool was presented to a group of arbitrators with expertise and specialization in Palestinian and Jordanian universities. The study, its fields and variables, they were asked to

indicate the validity of what was designed to be measured, and the study tool became in its final form consisting of (20) paragraphs and became valid for distribution.

Tool Reliability

The reliability of the study tool was confirmed by using the Cronbach Alpha equation, and the reliability coefficient of the total degree of obstacles reached (0.95), and this is a high reliability coefficient that meets the purposes of this study and thus enables the credibility of its results to be generalized.

Results

After the process of collecting data and entering it into the computer and processing it statistically using the Statistical Package for Social Sciences (SPSS) program, and in order to interpret the results, the following indicators were adopted for the arithmetic averages as follows:

More than 4.2 (**Very High**)

3.4 – less than 4.3 (**High**)

2.6 – less than 3.4(**Medium**)

1.8 – less than 2.6 (**Low**)

Less than 1.8 (**very Low**)

The following is a presentation of the study results

The main question: What is the role of school administration in developing creativity among teachers in public schools during the Corona pandemic from the point of view of school teachers in the governorates of Ramallah and Al-Bireh

In order to answer this question, the arithmetic averages and standard deviations of the role of school administration in developing creativity among teachers in government schools during the Corona pandemic were extracted from the point of view of school teachers in Ramallah and Al-Bireh governorates, which included their responses for paragraphs totaling (20) and includes table No. (2) The results of this are as follows.

Table No. (2) The role of school administration in developing creativity among teachers in public schools during the Corona pandemic from the point of view of school teachers in Ramallah and Al-Bireh governorates

No	Item	Arithmetic average	standard deviation	Effect
1.	Organizes open meetings between creative teachers	4.19	0.786	High
2.	Documents the relationship between teachers on the basis of tolerance and seriousness at work	4.18	0.808	High
3.	Appreciates the creative work of teachers and works to support it	4.06	0.904	High

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4.	He is keen on the necessity of distributing teachers to creative activities	4.04	0.917	High
5.	It is keen to provide an encouraging atmosphere for teachers to show creativity	3.91	0.859	High
6.	Makes sure that teachers learn about the achievements of others	3.85	1.086	High
7.	It meets the needs of teachers in all its forms.	3.83	1.023	High
8.	He is keen on the necessity of distributing teachers to creative activities.	3.82	0.973	High
9.	Encourages action research to achieve professional growth	3.81	0.966	High
10.	Encourages school leadership to enrich courses with creative activities, concepts, and facts	3.8	0.902	High
11.	Allocates a budget for classroom activities that develop creativity	3.8	1.032	High
12.	It gives enough time in its meetings to encourage creativity.	3.77	1.09	High
13.	Allocate a budget for extra-curricular activities that develop creativity.	3.76	0.778	High
14.	Organizes recreational scientific trips and scientific competitions to develop the creativity of teachers	3.75	1.086	High
15.	Emphasizes linking the curriculum with its practical applications with activities that stimulate creativity	3.67	1.073	High
16.	Follows up on the distribution of teachers to classes according to their creative abilities	3.65	1.076	High
17.	It encourages the use of computers in applying some of the curriculum lessons that develop creativity.	3.6	0.946	High
18.	It encourages attendance at seminars and conferences that develop creativity	3.55	0.972	High

19.	Distributing the study loads on teachers equitably, in a way that enhances creativity	3.44	1.003	Medium
20.	Holds training courses for teachers in developing creativity	3.3	1.415	Medium
	Total	3.78	0.654	High

It is clear from Table (2) that the role of school administration in developing creativity among teachers in government schools during the Corona pandemic from the point of view of school teachers in the Ramallah and Al-Bireh governorates. The highest paragraph was of a large degree and the lowest was medium. With regard to the special total degree, the role of school administration in developing creativity among teachers in public schools during the Corona pandemic from the point of view of school teachers in the governorates of Ramallah and Al-Bireh. It came with an arithmetic average (3.78) and a deviation Normative (0.65), and this confirms that the role of school administration in developing creativity among teachers in public schools during the Corona pandemic, from the point of view of school teachers in the governorates of Ramallah and Al-Bireh, was moderate.

The first sub-question: Are there statistically significant differences at the significance level ($\alpha \geq 0.05$) between the average responses of the study sample members towards the role of school administration in developing creativity among teachers in government schools during the Corona pandemic in the governorates of Ramallah and Al-Bireh? Due to the educational qualification variable

To answer this question, one way ANOVA was used for the samples, and the results were as shown in the following table

Table (3): Results of One Way ANOVA to indicate the differences between the average responses of the study sample members towards the role of school administration in developing creativity among teachers in public schools during the Corona pandemic in the governorates of Ramallah and Al-Bireh due to the educational qualification variable

Variable	Contrast Source	sum of squares	Freedom Degrees	average squares	F values	Significancelevel
Technical Obstacles	squares between categories	2.621	2	1.311	2.619	0.078
	inner squares	46.534	93	0.5		
	grand total	49.155	95			

Statistically significant at the significance level ($0.05 \geq \alpha$)

Table (3) shows that there are no statistically significant differences at the significance level ($\alpha \geq 0.05$) between the average responses of the study sample members towards the role of

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school administration in developing creativity among teachers in government schools during the Corona pandemic in the two governorates of Ram God and beer are attributed to the educational qualification variable, where the value of the significance level on the total degree is higher than the value specified in the hypothesis which is (0.07) and this value is higher than the value specified in the hypothesis and for this reason it was found that there are no statistically significant differences at the significance level ($0.05 \geq \alpha$) between the average responses of the study sample members towards the role of school administration in developing creativity among teachers in public schools during the Corona pandemic in the governorates of Ramallah and Al-Bireh due to the educational qualification variable

The second sub-question: Are there statistically significant differences at the significance level ($\alpha \geq 0.05$) between the average responses of the study sample members towards the role of school administration in developing creativity among teachers in government schools during the Corona pandemic in the governorates of Ramallah and Al-Bireh? Due to the variable years of experience

To answer this question, one way ANOVA was used for the samples, and the results were as shown in the following table

Table (4): Results of One Way ANOVA to indicate the differences between the average responses of the study sample members towards the role of school administration in developing creativity among teachers in public schools during the Corona pandemic in the governorates of Ramallah and Al-Bireh due to the variable years of experience

variable	Contrast Source	sum of squares	Freedom Degrees	average squares	F values	Significanclevel
Years of Experience	squares between categories	3.256	3	1.085	2.176	0.096
	inner squares	45.899	92	0.499		
	grand total	49.155	95			

Statistically significant at the significance level ($0.05 \geq \alpha$).

Table (4) shows that there are no statistically significant differences at the level of significance ($\alpha \geq 0.05$) between the average responses of the study sample members towards the role of school administration in developing creativity among teachers in government schools during the Corona pandemic in the two governorates of Ram God and beer are attributed to the variable years of experience, where the value of the significance level for the total degree is higher than the value specified in the hypothesis which is (0.09) and this value is higher than the value specified by the hypothesis and for this reason it was found that there

are no statistically significant differences at the significance level ($0.05 \geq \alpha$) Among the average responses of the study sample members towards the role of school administration in developing creativity among teachers in government schools during the Corona pandemic in the governorates of Ramallah and Al-Bireh due to the variable years of experience.

The third sub-question: Are there statistically significant differences at the significance level ($\alpha \geq 0.05$) between the average responses of the study sample members towards the role of school administration in developing creativity among teachers in government schools during the Corona pandemic in the governorates of Ramallah and Al-Bireh? Due to the variable of residence

To answer this question, one way ANOVA was used for the samples, and the results were as shown in the following table.

Table (5): Results of One Way ANOVA to indicate the differences between the average responses of the study sample members towards the role of school administration in developing creativity among teachers in public schools during the Corona pandemic in the governorates of Ramallah and Al-Bireh due to the variable of place of residence

variable	Contrast Source	sum of squares	Freedom Degrees	average squares	F values	Significancelevel
place of residence	squares between categories	0.327	2	0.163	0.306	0.812
	inner squares	48.827	92	0.531		
	grand total	49.154	95			

*** Statistically significant at the significance level ($0.05 \geq \alpha$)**

It is evident from Table (5) that there are no statistically significant differences at the level of significance ($\alpha \geq 0.05$) between the average responses of the study sample members towards the role of school administration in developing creativity among teachers in government schools during the Corona pandemic in the two governorates of Ram God and beer are attributed to the variable of the place of residence, where the value of the level of significance for the total degree is higher than the value specified in the hypothesis which is (0.81) and this value is higher than the value specified in the hypothesis and for this reason it was found that there are no statistically significant differences at the level of significance ($0.05 \geq \alpha$) Among the average responses of the study sample members towards the role of school

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administration in developing creativity among teachers in public schools during the Corona pandemic in the governorates of Ramallah and Al-Bireh due to the variable of residence

Recommendations

By reviewing the results of the study, the researchers suggested a set of recommendations, the most important of these suggestions were:

- 1 - School principals should work on distributing the study burdens among teachers equitably.
- 2 - The necessity of organizing courses by principals and working to rehabilitate teachers in developing creativity.
- 3 - School principals should organize recreational science trips and scientific competitions to develop teachers' creativity.
- 4 - School principals should continue to monitor the distribution of teachers to classes according to their creative abilities.
- 5 - School principals should continue to encourage teachers to use computers in applying some of the curriculum lessons that develop creativity.
- 6 - The need to conduct more studies that link school administration and creativity and address other areas that the current study did not address.

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