

OPINION
of Assoc. Prof Krasimira Marulevska, PhD
for a dissertation work:
“CONSENT FACTORS OF THE NEW TEACHERS FOR COPING WITH CONFLICTS IN THE
CLASS”

For awarding the educational and scientific degree "Doctor"
field of higher education 1. Pedagogical sciences,
professional field 1.1. Theory and management of education
Doctoral program „Management of education“
of doctoral student Meir Davidesco

Scientific supervisor: Assoc. Prof Krasimira Teofilova Marulevska, PhD

I. Brief data of the PhD student

Meir Davidesco, a citizen of the Republic of Israel, was enrolled as a doctoral student in 2017 in the Department of Pedagogy at the Faculty of Pedagogy at Southwestern University "Neofit Rilski" with a period of study of three years, from 13.11.2017 to 12.11.2020. In July 2020, due to the restructuring of the Department of Pedagogy, he was transferred to the Department of Education Management and Special Pedagogy. The dissertation " **CONSENT FACTORS OF THE NEW TEACHERS FOR COPING WITH CONFLICTS IN THE CLASS** " was discussed and proposed for defense at a meeting of the Department Council of the Department of Education and Special Pedagogy at the Faculty of Pedagogy at Southwest University "Neofit Rilski". The doctoral student has successfully completed all educational and research activities set out in his individual plan.

Meir Davidesco has come a long way in preparing for work in the field of education, related to education in the modern school and the management of educational systems. The path of his professional realization is long and meaningful as: Inspector of Education at the Israeli Ministry of Education, Chief Executive Officer in a private college, lecturer - teacher trainer, primary school director, teacher of professional development at Gordon College of Education, Haifa, Israel, and Senior Research and Development Advisor in the Field of Education and Futuristic Pedagogy at the Ministry of Education of Israel - since 2015.

II. Topicality

The educational path and the rich professional experience of doctoral student Meir Davidesco naturally lead him to comprehend the problems of teacher training, qualification and career development in modern education. The choice of the topic of the dissertation research is a proof of the consistency and depth of the work and the observations in the real pedagogical environment. It is not difficult to notice that there is a perceived inner need of the researcher to analyze and make sense of the experience gained in order to contribute to improving the conditions for teacher training and overcoming difficulties in professional work, especially young and new recruits. teachers. The research interest is focused on a topic and related problems that are relevant for

pedagogical theory and practice, for the theory and management of education, as well as for pedagogy. The focus is on the difficulties in the professional adaptation of newly appointed teachers and on the challenges they face at the beginning of their career. The topic is of high relevance and significance for modern education, considered in the complex context of the dynamic society at the international level, as well as in the national conditions of the Republic of Israel. Purposefully and consistently doctoral student Meir Davidesco takes into account the influence of various factors on the professional and personal well-being of the teacher. In a narrower research context, the dissertation answers questions related to the possibility of influencing professional success in dealing with various conflicts in the pedagogical environment by strengthening the sense of resilience of the individual. The topic of the factors influencing the readiness of new teachers to deal with classroom conflicts is dissertable and enables the researcher to reveal in depth the relationship and dependence between resilience, self-efficacy and skills to deal with classroom conflicts.

III. Adequacy of the methodology

The research methodology is scientifically based and adequate to the set aim and the set research tasks. The parameters of the research - object, subject, aim, tasks and hypotheses - basic and additional, are clearly stated and outline the overall view of PhD student Meir Davidesco on the complex and multifaceted interactions of the teacher with the educational and broad social environment. The limitations of the conducted survey in terms of: the scope and the included respondents are correctly outlined; taking into account other additional factors influencing the teacher's behavior; the specifics of the regional situation of the study. Based on the highlighted limitations, possible directions of scientific research have been identified. The selection of methods and instrumentarium for conducting the research is fully adequate to the purpose and tasks and guarantees objectivity and reliability in testing and proving hypotheses.

IV. Characteristics of the dissertation

The dissertation is presented in a total volume of 175 standard pages, of which 155 pages of main text that includes 15 tables. The used literature numbers 127 sources in English and 4 internet based. In its content integrity and structural sequence the work includes: introduction, three chapters, conclusion, literature and appendices. The design of the dissertation reveals the logic of scientific research - in the movement from the theoretical foundations to the empirical dimensions and the overall analysis of the obtained data, and the rise to generalizations and conclusions.

V. Scientific achievements in regard to the presentation, analysis and interpretation of ideas and concepts

1. In the conceptual structure of the dissertation the managerial context occupies an important place in presenting and scientifically substantiating at the ideological level the mutual conditionality between the good management of the educational institution and the

efficiency of the professional pedagogical activity of teachers, between the organization of the system and its elements.

2. Based on a number of modern theoretical formulations, PhD student Meir Davidesco highlights the importance of innovation and project management in education as important conditions for the professional development of teachers, for better adaptation of newly appointed teachers and for maintaining their desire to improve professional pedagogical skills and competencies.

3. A number of contradictions between the centralized management of education and self-government have been skillfully revealed. The advantages of autonomy in educational projects and the promotion of teachers' participation in the management of educational institutions are analyzed. The advantages of the decentralized responsibilities for certain aspects of the school, related to the curricula, teaching methods, organizational resources, management of the teaching staff are highlighted.

4. The connection and dependence between autonomy and responsibility in the context of educational management is critically considered and interpreted. Their positive impact on the development of the school system and its constituent elements and pedagogical subjects is emphasized.

5. Doctoral student Meir Davidesco considers the difficulties encountered by newly appointed teachers in classroom management, in choosing a management style that highly supports and stimulates the academic achievements and emotional and moral development of students. The complexity of management practices in the context of digitalization of education is highlighted.

6. Strong emphasis is placed on teachers' skills in dealing with conflicts in the classroom. The need for targeted training and support for newly appointed teachers for adequate selection of models for successful conflict management in the classroom was emphasized. The difficulties for young teachers are outlined, as well as the reasons that cause conflicts in the classroom.

7. The relations between the individual pedagogical subjects are analyzed, as well as the organizational culture based on cooperation, which promotes mutual support and leads to prosperity at the individual level and of the educational organization as a whole.

8. The connection and dependence between the ability to deal with conflicts and emotional resilience and self-efficacy is revealed. The favorable role of strong inner motivation, perseverance, sense of humor, emotional intelligence and willingness to take risks is highlighted.

9. The doctoral student's ability to summarize, analyze and synthesize various theoretical statements and ideas, refracting them through the prism of their own beliefs, based on many years of professional pedagogical and managerial experience, deserves high praise.

VI. Scientific achievements related with the preparation, implementation and evaluation of the results of the pedagogical experiment

1. Empirical research is characterized by organizational precision and reasoned sequence of actions. It is planned in accordance with the stated aim and to test the formulated hypotheses. The choice of methods and tools for the implementation of empirical research is adequate and allows solving research problems by complementing the quantitative and qualitative approach.
2. Qualitative research by applying a semi-structured in-depth interview logically precedes quantitative research and makes it possible to achieve greater integrity in the interpretation of results. The questions reveal various aspects of emotional resilience, self-efficacy, and conflict management patterns.
3. The quantitative survey is very well planned and organized. The sample size is sufficient, the sample is representative, and the choice of representatives reflects the characteristics of the general population.
4. The three parts of the questionnaire for the application of the quantitative method are related to the three main variables - sustainability, self-efficacy and models for dealing with class conflicts. Standardized type of questionnaires adapted for the purposes of the research is applied, which is an important factor for the high objectivity and reliability of the obtained results.
5. The statistical analysis of the data obtained in the course of the empirical research is precise and is a basis for objective verification of the hypotheses. The performed correlation analysis allows proving and interpreting significant correlations - a basis for confirmation or rejection of the hypotheses.
6. PhD student Meir Davidesco demonstrates excellent skills for discovering and interpreting the results of empirical research, for searching and analyzing causal relationships and their projections in the studied pedagogical environment.
7. The practical applicability of the analysis of the data obtained in the course of the research in the search for opportunities to improve the overall process of teacher training and continuing education and especially for the professional management and peer support of newly appointed teachers in the complex period of their adaptation in the school environment.
8. The style of the presentation meets to the necessary extent the requirements for scientificity, informative load and balance, logical sequence, clarity and accessibility.

VII. Scientific and scientifically applied contributions

1. In the context of modern problems related to the management of teacher training and qualification processes and ensuring high quality education, this dissertation research reveals in theoretical terms important aspects of the professional and personal positions of teachers and their impact on the effectiveness of the overall pedagogical activity.
2. The emotional resilience, self-efficacy of the teacher and his skills for dealing with conflicts in the pedagogical environment are subjected to in-depth analysis, with special attention and concern shown to young, newly appointed teachers who are in high need of

adequate management actions to strengthen their emotional resilience, their sense of self-efficacy as conditions for achieving a better quality of their professional pedagogical work.

3. In experimental conditions, research tools (questionnaires) have been successfully applied by doctoral students Meir Davidesco, which allow to diagnose important elements of the personal and professional attitudes, conditions, attitudes of teachers, especially in the first years of their professional realization.

4. The need to develop a teacher training program, within which future and newly appointed teachers to increase their emotional resilience, self-efficacy and master effective behaviors for successful prevention and coping with various conflicts in the professional pedagogical environment is argued.

VIII. Notes and recommendations

1. The adapted research instrumentarium, as well as the achieved results of the research will be useful to gain wider popularity not only in the scientific circles, but also among the future and current teachers, through more publications in scientific and popular science publications.

2. There is a valuable opportunity to upgrade the scientific and applied results achieved in the dissertation research by creating a comprehensive program for adaptation and professional and personal support of beginning teachers.

IX. Authorship of the dissertation and contributions, evaluation of publications

The authorship of the dissertation is indisputable. I accept the scientific contributions outlined by the author. I evaluate as good the publishing activity of doctoral student Meir Davidesco. Three publications on the topic of the dissertation research are presented. One of them is in a collection of the Seventh International Scientific Conference "Modern Education - Conditions, Challenges and Prospects" - Blagoevgrad, organized by the Faculty of Pedagogy at SWU "Neofit Rilski" on a project funded by the Research Fund. Two articles were published in the yearbook of the Union of Scientists - Blagoevgrad branch "Multidisciplinary Journal of Science, Education and Art".

X. Abstract

The abstract meets the requirements and correctly reflects the content of the dissertation. The necessary structural components and technical parameters are available.

XI. Conclusion

The dissertation of doctoral student Meir Davidesco, presented for discussion, is the result of in-depth scientific research. The research has the characteristics of scientificity and originality, and provides an opportunity for applicability in the practice of managing the process of training, qualification and career development of teachers. The outstanding merits of the dissertation and the recommendations made give me reason to convincingly propose to the Honorable Scientific

Jury to award Meir Davidesco with the educational and scientific degree "Doctor" in professional field 1. Pedagogical sciences, professional field 1.1 Theory of management in education, doctoral program "Management of educaion".

04.06.2021

Blagoevgrad

Reviewer:

Assoc. Prof Krasimira Marulevska, PhD