

Manuscript No.: IJAR-58632

Title: Instructional Supervision Practices of Principals and Teachers Job Engagement

Recommendation:

Accept as it is

Accept after minor revision.....

Accept after major revision

Do not accept (*Reasons below*)

Rating	Excel.	Good	Fair	Poor
Originality		✓		
Techn. Quality		✓		
Clarity	✓			
Significance	✓			

Reviewer Name: Dr.Mithilesh kumar shukla

Reviewer's Comment for Publication:

The study investigates the relationship between principals' instructional supervision practices and teachers' job engagement in public secondary schools in Delta State, Nigeria. Using a sample of 416 respondents and validated questionnaires, the research found that principals' supervision practices were moderately implemented. A strong positive correlation ($r = 0.636$) was identified, indicating that effective instructional supervision significantly enhances teachers' job engagement, explaining 41.2% of its variation. Key practices fostering engagement included professional development support, classroom observation, and monitoring instructional time. However, feedback provision and instructional materials were less emphasized. The study concludes that principals' instructional supervision is critical for motivating teachers and improving job performance. It recommends continuous professional development for principals and policies to enhance teacher working conditions to boost engagement and educational outcomes in secondary schools.

Recommendation: Accept after minor revision,

Detailed Reviewer's Report

STRENGTHS:

- 1- The study addresses the important relationship between principals' instructional supervision and teachers' job engagement,
- 2- Strong Theoretical Basis, empirical research and providing a solid conceptual framework.
- 3- The study used a substantial sample of 416 respondents from 463 public secondary schools, enhancing the reliability of the findings.
- 4- The questionnaires used (PISRS and TJPRS) were validated by experts and demonstrated high reliability (Cronbach alpha coefficients of 0.880 and 0.86).
- 5- The study applied appropriate statistical tools including mean, standard deviation, and Correlation,
- 6- The findings provide actionable insights for educational stakeholders to improve teacher engagement through enhanced instructional supervision.

WEAKNESSES:

- 1- The study focuses only on public secondary schools in Delta State, Nigeria,
- 2- The use of questionnaires, especially with teachers reporting on their own job engagement,
- 3- Lack of Qualitative Insights.

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