

# **The reality of application of the Knowledge Management In high school from school leaders point view In BISHA**

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**Abstract :** This study aims to determine total practice extent of knowledge management in governmental high schools in BISHA from the point view of school leaders, determine the extent knowledge generation in governmental high schools in BISHA from the point view of school leaders, also determine the contribution of extent knowledge participation in governmental high schools in BISHA from the point view of schools leaders, in addition to determine the application of the knowledge management in governmental high schools in BISHA from the point view of school leaders, also determined suggestions to develop skills of school leaders in the application of the knowledge management in governmental high schools, disclosure of the significant of differences among average of responses the members of research society, about the contribution of knowledge management in governmental high school in BISHA from the point view of school leaders which aims to change scientific qualification, the response replied on the following major question : what is contribution extent of the knowledge management in governmental high school in BISHA from the point view of school leaders? And the major question divided into the following questions : what is the extent of contribution the knowledge management in governmental high school in BISHA from the point view of school leaders? Also what is the contribution of extent knowledge generation in governmental high school in BISHA from the point view of school leaders? Also what is the contribution of extent knowledge participation in governmental high school in BISHA from the point view of school leaders?

Also what is the contribution of extent knowledge application in governmental high school in BISHA from the point view of school leaders? Finally, what are the significant of differences among average of responses the members of search society about the contribution of knowledge management in governmental high school in BISHA from the point view of school leaders which aims to change the scientific qualification? What are the significant of differences among average of responses the members of search society about the contribution of knowledge management in governmental high school in BISHA from the point view of school leaders which aims to change the years of service in the field of school leadership?

The study shows that the important of knowledge management being an instrument to encourage the educational institutions to renew itself, participation to encourage creative abilities for human resources through generation, choose, organized, using, and publish knowledge, also providing and increasing conscious the decisions owners in educational institutions, to benefitting from entrance of knowledge management in the schools of general education, also providing scientific literature in the field of knowledge management and its role in development the efficiency of educational system .

The study uses the descriptive method ( survey search ), research society is formed from all school leaders in schools of general education ( males ) in the educational administrate in BISHA for the academic year 1436/1437, number of the leaders are ( 50 ) males for high school according to official statistics for education administrate in BISHA ( 2015, the website of administrate of education in BISHA . The sample of the study is being chosen and their number are ( 15 ) leaders . The questionnaire is being used as instrument of the study and its number are ( 55 ) paragraphs distributed on five axes, the study tackles the following results : total the reality of application knowledge management in high school from point of view leaders is high extent, the contribution of extent for the second axis : the field of knowledge participation is a high contribution among the axes of questionnaire " very high degree " , then the contribution of extent for the third axis : the field of knowledge application with extent of contribution " high " , after the first axes : field of knowledge generation is the third axes " high degree " .

**Keywords** :Knowledge management-general education-BISHA - Obstacles of knowledge management-educational leadership- schools principals .

## 1- Introduction

Although the differences between directions of human societies and the diversity of its attentions, the education is considered the most important for it . Many of the states believe the education is a power source, so these states try to distinguish educational systems, all states competitive in the field of education and following a good plan to reach what they want, at the time which the knowledge is become the basic factor which lead to progress and achievement . So we find the education system is the most systems activated and effected by changes and develops modern era . The school leadership is considered one of the interventions for this system which has affected role in distinguishes teachers' performance and learner understanding, to increase the efficiency of education and achieve desired education goals .

In line with this development methods and strategies management should be changed and review all its axes to according to modern knowledge reality, so this is what happened through what the scientific searches are produced and contributed in the field of knowledge management . The knowledge management is expressed on some of varies collection which help in manage and directs society activities in the environment of work to manage members and groups from the process of participation, generation, transfer, providing and requirement knowledge . [1]

For knowledge management give its goals, we must skilled managers able to generate, organize and publish knowledge, also have skills of using information technology with all kinds, also the skills of teachers participation to make decisions and educational planning and exchange information, experiences to transfer experiences, skills and knowledge personal to correct knowledge being employment to service organization, member and society .

If the transferring to knowledge management in economy and industry organization is become necessary in the knowledge era, it is become most important in educational organizations which the human represent through it the first knowledge axis and one of the major factor to develop the society . In addition those educational systems as the schools which represent centers of the radiation of knowledge in society, these schools are considered source and spring information and knowledge at all eras, these make educational systems are required to create and process contribution of knowledge management which work on achieving the excellence and the quality in performance, also providing of ability on search and learn, these process contribute on quality and embody concepts and content addition amount through carefully with sustainability of quality for products, outcomes and produced educational services . [2]

So it is cleared the importance of adopted of knowledge management in educational system to transfer from the classic system to professional education society its member's participation in knowledge and planning road map to their learning trip, with participation leadership at time when most of researcher s and auditors see that the important of knowledge management increasing, in the light of changes and global competitive, reality investments which from its results focusing on education which is describe as movable power for Advance progress, to feel a site on the map of excellence performance and activated for educational management suitable for the amount of changes, it is cleared it must exist methodology to create positive change and get out of classic work and its styles .

## **2- Literature review :**

Study [3] entitled " proposal concept for knowledge management application in high schools departments : field study in Daqahlia governorate " . This study aims to produce proposal concept for the intervention of knowledge management in management of high schools, disclosure of the reality of the application the intervention of knowledge management in high schools, knowledge the most requirements the application of the imagine a proposal for intervention of knowledge management in the management of high schools . The researcher bases on analysis description method and designed a questionnaire is formed from ( 33 ) words distribution on six axes : ( knowledge diagnosis- knowledge earning- knowledge generation- providing and returning knowledge- knowledge transfer- knowledge application ) . The sample of the research includes on ( 144 ) principals from the high schools affiliated the education directorate in Daqahlia governorate in Egypt . The researcher manages to reached number of results, the most important : the application of intervention of knowledge management in management in high schools " high percentage " , as he finds the most important requirements for the application of imagine a proposal for the intervention of management knowledge in high schools is development of the culture and organized structure, providing connection means, encourage to creative, benefiting from special experiences in high schools and providing supporting leaders to applied the knowledge management . Accordingly being produced imagine a proposal to applied of intervention of knowledge management, this proposal is represented in group from special mechanism to applied each process from the process of knowledge management ( knowledge diagnosis- knowledge earning- knowledge generation- providing and returning knowledge- knowledge transfer- knowledge application ) to applied it in the management of general high schools .

Study [1] entitled : " development of high schools principal's skills in Ghaza governorates in the light of knowledge management " , this study aims to development of high schools principal's skills in Ghaza governorates in the light of knowledge management through knowledge the extent of contribution for schools principals for skills of knowledge management from the point view of them, disclosure of the differences which have statistic significant for the contribution of extent high schools principals for skills of knowledge management which aims to study changes ( gender- service years- specialize in high school ), to achieve the study goals, The researcher follows analysis description method, then designed the questionnaire which is formed from ( 47 ) paragraphs distribution on four fields are ( knowledge generation - knowledge participation- organized and provided knowledge - knowledge application ), as there is open question about ways of development these skills, the questionnaire is distributed on study sample which is formed from all high schools principals in Ghaza governorates, their number ( 129 ) principals, the study shows a lot of results such as : the contribution of extent for high schools principals for skills of knowledge management from point of view for them ( high ), there are no differences have statistics significant for the contribution of extent for high schools principals for skills of knowledge management which aims to study changes ( gender- years service- specialize in high school ) . The

study suggested some ways to develop skills of knowledge management for schools principals, the most important is : holding training courses by experts and specialists for schools principals in the field of knowledge management, also using special programs to organize and provided information .

Study [4] entitled : " the importance of knowledge management and the extent of the application from the point of view of the principals and supervisors of education management in Mecca city and Jeddah governorate " this study aimed to illustrate the importance of knowledge employment of education management and to show its impact on educational development and analysis the current reality for knowledge management in education management . It aimed to illustrate the concept of knowledge management and its processes . And to achieve the purposes of this study the researcher used description method and developed a questionnaire which composed of ( 65 ) parts distributed on five axes : ( the importance of knowledge management- Understanding the concept of knowledge management- acquiring knowledge and developed it- organize and evaluate knowledge- knowledge transfer and use ) the researcher in the study covered all members of the study society whose number ( 640 ) of the supervisors and managements principals in education management in Mecca and Jeddah and the important results of this study : the education management do not give priority to knowledge management and the process of acquiring knowledge and developed most important of knowledge management and more practicing followed by the process of knowledge transfer and use then organize and evaluate process . It is recommended by the study : the need for a suitable strategy for knowledge management according to internal and external data, the need to employ modern technology in information systems .

Study [5] entitled : " Trends in high schools principals towards applying knowledge management in the northern governorates in Palestine " this study aimed to identify the trends in high schools principals toward applying knowledge management in the northern governorates in Palestine, in addition to the impact of each of the variables gender as follows : ( years of administrative experience, specialization, qualification, site of the school and site of governorate on their directs toward applying knowledge management . The study was applied using a descriptive analytical and prepared a questionnaire which composed of ( 60 ) parts distributed on eight axes : ( Understanding the concept of knowledge management, timeliness of knowledge, administrative transactions, organize and identify sources of knowledge, organizational communication, making decision, planning and purposes of knowledge management ) this study composed of principals of high schools in the northern governorates in Palestine whose number ( 229 ) . The study reached a number of conclusions : Trends in high schools principals toward applying knowledge management in the Northern governorates in Palestine were positive . As there are no difference in the degree of Trends in high schools principals toward applying knowledge management in the Northern governorates in Palestine and attributed to variables ( gander, years of administrative experience, specialization, qualification and site of the school ) it is recommended by the study : Palestinian ministry of education started to apply knowledge management in high schools .

Study [6] entitled : " knowledge management as an entrance for the development of school department in high school for girls from the point of view of the principals and teachers in Mecca city " this study aimed to identify the extent conception of principals and teachers in the city of Mecca to the importance and purposes of knowledge management . The principals and teachers of high schools must to be identifying on the importance of knowledge management processes and its rule in the development of school management in high schools . Detect statistical significant differences about the role of knowledge management in the development of school management attributed to variable ( education experience, experience in the field of management, qualification, training courses in management, experience in the computer ) Detect statistical significant differences about the role of knowledge management in the development of school management attributed to profession variable ( principal, teacher ) . And to achieve the purposes of this study the researcher used description method and prepared a

questionnaire which composed of five axes : ( the conception principals and teachers to the importance of knowledge management, the conception principals and teachers of high schools to the purposes of knowledge management, the conception principals and teachers of high schools to acquiring knowledge, Storage and retrieval of knowledge and ways of applying knowledge management in high schools girls ) . The questionnaire was applied on the study sample which amounted ( 226 ) principal and teacher in high schools for girls in the city of Mecca and the most important results of this study : the principals and teachers understand the importance of knowledge management, the importance of employment processes of knowledge management in school management and the degree of response was ( high ), there is a statistical significance differences attributed to variable ( teaching experience and experience in management ) the conception principals and teachers of high schools for girls for how applied knowledge management in educational department is concept by ( very high ) . There are no statistical differences between principals and teachers in axes study, as no difference between sample destinations come back to ( educational level ) and it is recommended by the study : activating the role of the training modules through modern training programs based on scientific knowledge and convert content knowledge assets to digital content with retrieval system makes it easier to search .

Study [7] entitled : " knowledge management as an entrance for the development of educational department for girls in Jeddah " . This study aimed to identify the importance extent of knowledge management from point of view : administrators, heads of departments, all concerned with the application of knowledge management in educational department, study influential factors in knowledge management application that supports the idea of applying it in education and identifying on the extent of knowledge management applying according to modern role played in raising the level of education in kingdom . According to one variable ( qualification, job title and years experience ) and to achieve the purposes of this study was the description method analytical . The questionnaire designed to collect primary information and composed of three axes : ( educational department concerned with some aspects of the development methods of educational department, availability and practices some aspects of educational department to develop methods of educational department and practices some aspects of educational department to develop methods of educational department ) . The questionnaire was applied on the study sample which amounted ( 450 ) principal from Executive departmental and assistance Headmistresses, heads of departments concerned with the application of knowledge management in the Department of education in Jeddah ( girls ) and the study reached a lot of important results : know the importance of contribution to knowledge management processes to develop methods of educational department with contribution interest ( weak ) . There are no statistically significant differences attributed to variable ( qualification and job title ) . There is a statistical significance differences attributed to variable ( years of experience ) . The contribution provides knowledge management processes are ( weak ) . There are no statistically significant differences attributed to variable ( qualification and job title ) . There is a statistical significance differences attributed to variable ( years of experience ) . The contribution extent of aspects of knowledge is concerning the introduction of new technologies in the workplace are ( average ) . There is a statistical significance differences attributed to variable ( qualification ) . There are no differences in practicing attributed to variable ( years of experience and job title ) . It is recommended by the study : Stimulating interest and providing knowledge management processes to develop methods of educational department and the need to attempt effectively to apply new techniques in educational department .

### **3- Problem of the study**

The problem of the study is resulted from being the school the main resource of knowledge and the rich soil to invest in human resources . Accordingly, it is one of the

most suitable organizations to adopt knowledge management . Under the few number of scientific studies that aim to discuss applying the knowledge management in high school system in local, the researcher aims from this research to apply the knowledge management by the school leaders in the public schools . Given that the above mentioned, the research can identify the problem of the study in the following central question :

What is the extent of practicing knowledge management in the governmental high schools in Bisha governorate from the school leaders' point of view?

**This central question is divided into the following questions :**

- 1- What is the total extent of practicing knowledge management in the governmental high schools in Bisha governorate from the school leaders' point of view?
- 2- What is the extent of practicing knowledge generation in the governmental high schools in Bisha governorate from the school leaders' point of view?
- 3- What is the extent of practicing knowledge sharing in the governmental high schools in Bisha governorate from the school leaders' point of view?
- 4- What is the extent of practicing knowledge application in the governmental high schools in Bisha governorate from the school leaders' point of view?

#### **4- Study methodology**

To answer the questions of the study, the appropriate survey descriptive method was used for such kind of studies and the questionnaire was chosen as a tool for the study . The parts of the questionnaire was used to identify the responses of the research society on the reality of practicing knowledge generation, knowledge sharing, participation and storing knowledge, applying knowledge and knowledge sustainability in governmental high schools from the point of view of the school leader in Bisha according to the variables of the research .

The study society consists of school leaders in public schools amounting of ( 275 ) leaders and the sample of the study consists of ( 15 ) principals who was chosen randomly .

#### **5- Digital findings :**

The study reached the following digital findings :

Findings of the first question : What is the total extent of practicing knowledge management in the governmental high schools in Bisha governorate from the school leaders' point of view?

To answer this question, the researcher has used recurrences, percentage, mean, standard deviation, total average of each dimension of the questionnaire dimensions and ordering the mean in decreasing order to identify the high dimension and others . The findings of the study are as shown in the following table :

Table ( 1 ) the mean and standard deviation of the total dimension of the questionnaire

Sr .	Questionnaire dimensions	Mean	Standard deviation	Arrangement	Degree
1	Second dimension : Field of knowledge sharing	4 .217	0 .473	2	Very high
2	Third dimension : Field of knowledge application	4 .089	0 .514	3	High
3	First dimension : Field of knowledge generation	3 .526	0 .433	1	High
<b>Total</b>		3 .944	0 .410	---	High

According to the above Table ( 1 ), it is clear that all questionnaire degree for the members of research sample is " high degree " means ( 3 .944 ), standard deviation ( 0 .410 ) which indicates to large agreement among sample members about total of



questionnaire . The second dimension is obtained on high average after the field of knowledge participation among all dimensions of questionnaire by ( 4 .217 ), standard deviation by ( 0 .473 ), which indicates to exist large agreement among sample members about the extent of participation in this dimension, and then the third dimension : the field of knowledge application means ( 4 .089 ), high standard deviation ( 0 .514 ), the first dimension is come in the second place : the field of knowledge generation means ( 3 .526 ) and less degree in different of responses among all dimensions of questionnaire with standard deviation by ( 0 .433 ) .

In general the researcher sees this amount indicated to that all become have an certainty and believes firm about the important of transfer of the classic schools which based on Knowledge hierarchical into professional education societies, whereas the school is considered as one part from the large society which aims to develop and change continuously, these changes are considered real challenges and available chances at the same time, technological revolution with all modern forms and quick changes in all fields of technology as real chance for education systems and classic schools, also considered challenge for modern schools, so it is important upon the educational system and schools whatever its forms and abilities going after these moderns and response to all renew requirements, otherwise the changes and development of scientific, society and culture which accrued continuously, this will not happen if we still doing acts in the same way as we are used, also to develop ministry abilities in appointment modern techniques and school electronic programs to activate connected means, communication inside the school society and connected it with affected society .

The results of the second question : what is the practice extent of the knowledge generation in the public High school in the Bisha governorate according to the point of view by the school leaderships?

The researcher used the recurrences, percentages, means, standard deviation, listing the means in descending order to identify the high statements from the others, and the total average of the distance statement . The results are as follows :

**Table No . ( 2 ) The means and standard deviations for the first distance : the distance of the  
knowledge generation listed in descending order :**

Sr .	Statement of the first distance : knowledge generation field		Practice extent					Means	Standard deviation	Arrangement	Extent
			Too low	Low	Average	High	Very high				
1	The interesting to obtain truthful and right information to take good decision	G	0	0	2	9	4	4,13	0,740	9	High
		%	0	0	13,3	60	26,7				
2	Making the brainstorm process to product the knowledge inside the school	G	0	0	2	13	0	3,87	0,352	5	High
		%	0	0	13,3	86,7	0				
3	Inculcating morals and new ideas to develop the working by the teachers	G	0	0	4	10	1	3,80	0,561	6	High
		%	0	0	26,7	66,7	6,7				
4	Encourage the teachers to look for the school activities in the scientific news which is related to the knowledge	G	0	0	4	10	1	3,80	0,561	8	High
		%	0	0	26,7	66,7	6,7				
5	Disseminate the initiative cultural between the teachers in the school to produce new knowledge	G	0	0	7	8	0	3,53	0,516	4	High
		%	0	0	46,7	53,3	0				
6	Create material and spiritual incentives to encourage the teachers to change the implicit or tacit knowledge in their minds to the explicit knowledge	G	0	1	8	6	0	3,33	0,617	3	Average
		%	0	6,7	53,3	40	0				
7	Providing the self-learning tools in the scientific research field to the teachers	G	0	4	3	8	0	3,27	0,884	7	Average
		%	0	26,7	20	53,3	0				



8	Develop the point of view reception of the surrounding community environment	G	0	5	3	7	0	3,13	0,915	2	Average
		%	0	33,3	20	46,7	0				
9	Making working group to contribute in the research about new solutions for the problems by new creation	G	0	5	7	3	0	2,87	0,743	1	Average
		%	0	33,3	46,7	20	0				
The total of first distance statement : Knowledge generation field								3,526	0,433	High	

In appears in the previous table ( 2 ) that the extent of the knowledge generation field for the sample members of the research is high extent with ( 3,527 ) means and the standard deviation reached to ( 0,433 ) . That refers to the sample members agree with each others about this distance beside that there are five statement have high extent and four on the average extent . In addition to this statement which includes ( The interesting to obtain truthful and right information to take good decision ) with the high mean ( 4, 13 ) and the standard deviation ( 0,640 ) .The statement ( Making the brainstorm process to product the knowledge inside the school ) with mean ( 3, 87 ) and the standard deviation ( 0,352 ) . The low statement of this distance is ( Making working group to contribute in the research about new solutions for the problems by new creation ) with mean ( 2, 87 ) and the standard deviation ( 0,743 ) .

The results of the third question : what is the practice extent of the knowledge participation in the public High school in the Bisha governorate according to the point of view by the school leaderships?

The researcher used the recurrences, percentages, means, standard deviation, listing the means in descending order to identify the high statements from the others, and the total average of the distance statement . The results are as follows :

**Table No . ( 3 ) The means and standard deviations for the second distance : the distance of the knowledge participation listed in descending order,**

Sr .	Statement of the second distance : knowledge participation field	Practice extent					Means	Standard deviation	Arrangement	Extent
		Too low	Low	Average	High	Very high				
1	The contacting with the others principals' to exchange the point of views	G	0	0	0	8	4,47	0,516	1	Very high
		%	0	0	13,3	60				
2	Encourage the teachers to participate in the activities which support the related knowledge of the school activities such as	G	0	0	0	9	4,40	0,507	11	Very high
		%	0	0	0	60				

	conferences, working group, and others										
3	The benefiting of successful experiments to support the new activities	G	0	0	0	9	6	4,40	0,507	1	Very high
		%	0	0	0	60	40			2	
4	Facilitating the information and provide it to the teachers to improve the school educational	G	0	0	0	10	5	4,33	0,488	3	Very high
		%	0	0	0	66,7	33,3				
5	Exchanging the knowledge by using the available communication networks	G	0	0	0	10	5	3,33	0,488	5	Very high
		%	0	0	0	66,7	33,3				
6	Using the educational news to tell the teachers about the available knowledge	G	0	0	0	10	5	4,33	0,488	8	Very high
		%	0	0	0	66,7	33,3				
7	Fostering the status between the teachers to exchange the knowledge and ideas	G	0	0	0	11	4	4,27	0,468	2	Very high
		%	0	0	0	73,3	26,7				
8	Encourage the teachers on the benefiting and exchanging the knowledge from the educational supervisors	G	0	1	0	8	6	4,27	0,7999	7	Very high
		%	0	6,7	0	53,3	40				
9	Keeping the network helps to exchange the knowledge	G	0	0	3	7	5	4,13	0,743	4	Average
		%	0	0	20	46,7	33,3				
10	Show the new ideas which is obtained from the school outside to develop and improve the school	G	0	0	2	9	4	4,13	0,640	10	High
		%	0	0	13,3	60	26,7				
11	Making the cultural competitions inside the school	G	0	1	2	10	2	3,87	0,743	9	High
		%	0	6,7	13,3	66,7	13,3				
12	Encouraging the teachers on the benefiting from the mass media to exchange the knowledge	G	0	3	2	7	3	3,67	1,047	6	High
		%	0	20	13,3	46,7	20				
<b>The total of second distance statement : Knowledge participation field</b>								<b>4,21</b>	<b>0,473</b>	<b>Very high</b>	

In appears in the previous table ( 3 ) that the extent of the knowledge participation field for the sample members of the research is very high extent with ( 4,217 ) means and the standard deviation reached to ( 0,473 ) . That refers to the sample members agree with each others about this distance beside that 8 statements have very high extent and four statements have high extent . In addition to this statement which includes ( The contacting with the others principals' to exchange the point of views ) with the highr average mean ( 4, 47 ) and the standard deviation ( 0,516 ) .The statement ( Encourage the teachers to participate in the activities which support the related knowledge of the school activities such as conferences, working group, and others ) with mean ( 4, 40 ) and the standard deviation ( 0, 507 ) . The low statement of this distance is ( Encouraging the teachers on the benefiting from the mass media to exchange the knowledge ) with mean ( 2, 67 ) and the most standard deviation between the statements ( 1,047 ), which refers to there are big differences between the sample members about this statement . The lowest extent of the response average of this statement which encouraging the teachers to benefit from Mass Media to exchange the knowledge which comes from the researcher point of view to the low of the educational media role to support these initiatives .

The results of the fourth question : what is the practice extent of the knowledge application in the public High school in the Bisha governorate according to the point of view by the school leaderships?

The researcher used the recurrences, percentages, means, standard deviation, listing the means in descending order to identify the high statements from the others, and the total average of the distance statement . The results are as follows :

**Table No . ( 4 ) The means and standard deviations for the first distance : the distance of the knowledge application listed in descending order,**

Sr .	Statement of the first distance : knowledge application field		Practice extent					Means	Standard deviation	Arrangement	Extent
			Too low	Low	Average	High	Very high				
1	The benefiting of available knowledge to put development plans to the school	G	0	0	0	10	5	4,33	0,488	6	Very high
		%	0	0	0	66,7	33,3				
2	Using the learning technology such as computer lab and learning sources center to the knowledge application	G	0	0	1	9	5	4,27	0,594	9	Very high
		%	0	0	6,7	60	33,3				
3	Using the available knowledge to support the school working	G	0	0	1	9	5	4,27	0,594	11	Very high
		%	0	0	6,7	60	33,3				
4	Investment the available knowledge in the school at the suitable time	G	0	0	0	12	3	4,20	0,414	4	Very high
		%	0	0	0	80	20				
5	Using the new knowledge to create a challenges between the neighboring schools	G	0	0	0	12	3	4,20	0,414	5	Very high
		%	0	0	0	80	20				
6	Encourage the	G	0	0	2	9	4	4,13	0,640	7	High

	teachers to use their the knowledge and resolve the problems they face	%	0	0	13,3	60	26,7				
7	Using the new ideas to resolve the problems inside the school	G	0	0	2	10	3	4,07	0,594	2	High
		%	0	0	13,3	66,7	20				
8	Using the technologies and the scientific techniques to resolve the school problems	G	0	0	4	6	5	4,07	0,799	12	High
		%	0	0	26,7	40	33,3				
9	Using the knowledge integration inside the school management activities	G	0	0	4	7	5	4	0,756	8	High
		%	0	0	26,7	46,7	26,7				
10	Using the available knowledge during the decision making which is related to the school matters	G	0	0	4	8	3	3,93	0,704	3	High
		%	0	0	26,7	53,3	20				
11	Using the knowledge by exchanging it in others new services	G	0	1	4	5	5	3,93	0,691	10	High
		%	0	6,7	26,7	33,3	33,3				
12	Binding the knowledge requirement to the school desirable	G	0	0	5	10	0	3 .67	0,488	1	High
		%	0	0	33,3	66,7	0				
The total of second distance statement : Knowledge application field								4,089	0,514	High	

In appears in the previous table ( 4 ) that the extent of the knowledge application field for the sample members of the research is high extent with ( 4,089 ) means and the standard deviation reached to ( 0,514 ) That refers to the sample members agree with each others about this distance beside that there are five statement have very high extent and seven on the high extent . In addition to this statement which includes ( The benefiting of available knowledge to put development plans to the school ) with the high mean ( 4, 33 ) and the standard deviation ( 0,488 ) .The statement ( Using the learning technology ) with mean ( 4, 33 ) and the standard deviation ( 0,488 ) . The low statement of this distance is ( Using the learning technology such as computer lab and learning sources center to the knowledge application ) with mean ( 4,27 ) and the standard deviation ( 0,594 ) . The lowest statement is ( Binding the knowledge requirement to the school desirable ) with mean ( 3,67 ) and the standard deviation ( 0,488 ) .

#### **( 6 )- the summary of results, recommendations and suggestions :**

The result of study found that total applying practice of knowledge management in high school leader's point of view was high . And the second dimension practice extent : participation field by knowledge was the top practice in all questionnaire axes and its practice extent was very high . Followed by the third dimension : knowledge applying field by high practice extent, Followed by the first dimension : knowledge generation field in the third place by high degree .

The study recommends putting financial and moral incentives systems to encourage the employees to spread the knowledge among the various levels inside the educational department, and take the first step to replace the contents of knowledge which found inside the education department to digital contents on computer in addition to connect it with retrieve system to make the search easy . And try to improve the electronic connection skills to activate the connection with various bodies by exercise and supervisory programs belong to whom working in the educational department . And benefiting from the human capital of personnel whom qualified by experience in exercising field inside and outside the educational department . Also taking the first step in setting webs to ease the flow between itself and the various bodies, this will be benefiting from who have any skills in computer in the educational department members . Also designing exercise programs, which focus on improvement the skills of electronic uses field, as needing to the members of education department society . Eventually using the modern communication systems more than before to all personnel in the educational department, this by make the service available and by encouragement to use it . The study suggests to evaluate the currently education generally to know what its requirements to establish the knowledge management . Study on the experiments which succeeded to use the knowledge managements in area and in the world, knowing how we can benefit from it . Also checking the exercising programs for the educational leadership's and put the modern plans for exercising in the contents of programs which helping to qualify members to participate in the knowledge management in education and learning . Also make an identical study on other areas in KSA . Finally, it's necessary to make identical study by using various demographic variables and measuring the differences among the sample categories under such variables .

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