

RESUME

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INTERESTS

Educational Psychology Issues; IRT Applications; Tests Development; scaling; Surveys; Data Analysis, Qualitative & Quantitative Studies; Classroom Assessment issues, Research Design; Programs Evaluation; Teachers Evaluation; Predictive Studies; Teacher Training; Values empowerment; International Accreditation; Quality Assurance Systems.

SUMMARY

I have over 15 years' experience in educational research consulting. Achieved a 5-years career as a director, where I served in a number of administration positions (director of Educational Research Program; Chairman of Educational Psychology Department). I have extensive experience in educational initiatives and operational responsibilities in projects. An advisor and board member for many committees. I ran a number of regional projects, published over 20 papers in an indexed journal. in addition, supervising doctoral and master students.

1. Education

- Ph.D. in Educational Psychology -Measurement & Evaluation. The University of Jordan, 2006.
- Master in Educational Psychology -Measurement & Evaluation. The University of Jordan, 2000.
- Bachelor of Education (B.Ed). The University of Jordan, 1997.

2. Administrative

- **Chairman**; Department of Educational Psychology, School of Educational Sciences. The University of Jordan: 4/11/2010 - 04/09/2012.
- **Director**; Educational Research Program, School of Educational Sciences. The University of Jordan: 9/9/ 2007-18 /9/2010.

3. Experience

- **Member**: Developing Private schools accreditation system in KSA, Knowledge Pioneers for Training & Education. (2018 -2019).
- **Lead member**. Developing tools and procedural guides for Arrowad for building values company, KSA. (2016-2017).
- **Member**: Developing kits for empowerment of teachers in international schools, Project "Inter Edu", Arrowad Group (2015-2016).

- **Analyst and adviser:** “Reading and Knowledge Society”, Aramco; Saudi Arabia (2013/2014), Arrowad Group.
- **Coach:** a team of teachers at Ministry of Education on the Detection Learning Difficulties Battery. The University of Jordan, 6 / 10/2012.
- **Analyst:** “The image of women in the Jordanian press-an analytical study “.The Ministry of Education in Jordan in collaboration with UNESCO. (December, 2011).
- **Evaluation and Tests Adviser:** Developing the psychological and educational assessment and tests center for The Arab city for comprehensive care (Jordan, 2010).
- **Coach:** design, development and implementation of more than 20 training courses specialized in the evaluation of student learning (Saudi Arabia; United Arab Emirates; Bahrain; Kuwait) 2005.
- **Participant:** many local seminars in Jordan and Syria as well as and international conferences (UK; Germany; Canada; America) on the measurement and evaluation of issues in education.
- **Researcher:** three (3) papers in international scientific journals, and more than (11) papers in Arab journals (Saudi Arabia, Journal of Educational and Islamic sciences; Bahrain, Journal of Educational and Psychological Sciences); and local Journal (Journal Jordanian Science in Education; and the Journal of Studies). All those articles focused on issues of student learning, attitudes and values, high school exams, the gender differences in performance, developing achievement tests, predictive studies, validity and reliability, psychometric characteristics of tests, as well as educational psychology issues.
- **Supervision:** 15 thesis and dissertations in topics relating to: development of achievement tests and psychometric characteristics of tests, evaluating the performance of teachers, predictive studies, programs evaluation, and the standardized global tests, as well as attitudes, interests and values issues.
- **Member of the discussion Committee:** more than 57 discussion committees in the Masters and PhD in Jordan's public and private universities on educational psychology, measurement and evaluation, learning and development, special education, talent and creativity, psychological and educational counseling.
- **Member:** an expert of ISESCO to discuss the development of a guide foe educational research in the Arab world. Amman, (2010, March: 18-21)
- **Lecturer:** Department of Educational Psychology, the University of Jordan; Amman - Jordan, (September, 2006-September, 2007).
- **Supervisor:** tests unit at The University of Jordan; Amman - Jordan, (May, 2004-September, 2006).
- **Data Analyst:** The University of Jordan, (2004 to 2007).
- **External evaluator:** the Intel Teach to the Future Intel® Teach to the Future 2005 held for teachers in the Ministry of Education in collaboration between the Ministry of Education and Intel Corporation of America.

- **Participant:** Tempus training program for the training of trainers entitled "European Cultural Interaction, The University of Jordan; 06/25/2005 to 09/07/2005.
- **Supervisor:** Training and Development Department at the Princess Alia University college; Balqa Applied University, Amman - Jordan, (February 2001 to March, 2004).

4. *Expertise and specialized projects*

Arrowad group – Sabbatical Leave, September 2018 –September 2019.

I worked on two tracks: academic and business.

Arrowad group – Unpaid leave, September 2016 –September 2018.

I spent unpaid leave in the regional office of Arrowad Group in Jordan and KSA. During the first year I worked on the development of Arrowad's values handbook and contributed to the preparation of guidelines on organizational values. All tools and standards used to build personal, educational, organizational, community and national values systems have also been built. All of this was done by analyzing the values with the help of a team of analysts who had been extensively trained in value analysis according to the Arrowad's methodology.

In the second year, I worked in the project "Building a Quality Assurance System for Private Education" in Saudi Arabia for the Ministry of Education and Tatweer holding Company, Saudi Arabia. I was the technical team manager. I worked on developing the methodology for building the system and its implementation, in addition to developing quality assurance standards and indicators, with the participation of a team of technicians in the Kingdom of Saudi Arabia.

Knowledge pioneer for training and education (KPTE), KSA. 2014-2015.

For two years, I have worked in the International Education Project INTER Edu™ since it was just an idea in the minds of the owners of the idea. I have worked with a huge team of experts, technicians and academics to turn these ideas into reality by finding an integrated curriculum that enables teachers who wish to enroll in the international schools in Saudi Arabia from easily accessible and able to do so. In this project, 45 training programs were developed covering five tracks of the international Schools, These programs are revised with blended training. They are linked on the company's website for further details.

Arrowad group 2012-2013 – part time

Arrowad team member / reading project consultant and the knowledge society; Aramco - King Abdul Aziz World Cultural Center: Duties; preparation of the preliminary and final plans, quantitative and qualitative statistical analysis, overseeing the study methodology writing the final report of the study.

Arrowad group 2005-2010

- Arrowad consultant writing proposals for funded projects: development of tools and measurements for projects; undertaking research and studies for funded projects; developing teamwork on quantitative and qualitative data analysis; preparation and writing technical reports.
- Participation in the implementation of more than 10 big projects carried out by the Arrowad group for the benefit of many organizations and educational institutions, universities, think tanks and community institutions in the Arab countries.

The Ministry of Education, Jordan 2007-2009

(Funded Project) First investigator/Team Member battery detection of talented and gifted, the development of linguistic, logical mathematical thinking tests within the battery, extracting the psychometric characteristics of the test, deriving performance standards of test, writing summative reports of test.

The Ministry of Education, Jordan 2008-2010

(Supported Project) Investigator / Member battery of diagnostic tests in Arabic, math team, errands: Extract psychometric characteristics of the battery, quantitative analysis, the derivation of the battery performance standards, writing the final report of the test segment.

The University of Jordan, Jordan 1998 -2000

Deanship of Scientific Research at The University of Jordan: coordinator/ Development of guiding kits which include tests of capabilities and lists of professional tendencies: overseeing the application process, data analysis and extracting the results, during the period from October 1998- March 2000.

5. Training

- 7 workshops within education improvement project in collaboration Arab Education Office for the Gulf States, the implementing agency: Arrowad Group, Saudi Arabia.
- More than 30 Workshops within the course topics: Evaluation of student learning; tests preparation; Statistical analysis using SPSS.

6. Membership of committees and specialized institutions

- **Member:** Evaluation of the Ph.D. program in Education; National Accreditation and Quality Association. Palestinian Ministry of Education and Higher Education, Jordan, 2018.
- **Member:** an evaluation study for high school exams committee; MOE, Jordan, 2016.
- **Member:** selection of employees committee; (CSC), 2015.

- **Consultant:** The Queen Rania Award for Excellence in Education; since 2010 - until now.
- **Member:** teacher's selection committee, The Queen Rania Award for Excellence in Education; 2014.
- **Member;** excellent teacher's interview committee; The Queen Rania Award for Excellence in Education; 2013-2014.
- **Member;** the national tests center regulations committee. Higher Education Accreditation Commission, Jordan, 2012.
- **Member;** accreditation of institutional campsites committee, Higher Education Accreditation Commission, 2012.
- **Member;** assessment and analyze team of the performance of excellent teachers, The Queen Rania Award for Excellence in Education, 2010 until now.
- **Member;** evaluation the Intel Teach to the Future Intel® Teach to the Future 2005 committee.

7. *university committees*

- **Chairman:** Scores Committee, Faculty of Educational Sciences, University of Jordan
- **Member:** The scientific committee, School of educational Sciences, The University of Jordan 2019.
- **Member:** the assessment committee of the academic plan of the International Diploma, INTER Edu™, Saudi Arabia, The University of Jordan, 2016.
- **Member:** faculty promotion regulations committee. The University of Jordan, 2015-2016.
- **Member:** graduate exams regulations committee, 2015, The University of Jordan.
- **Member:** the preparatory committee for the "reform of higher education in the Arab World," October 2015. The University of Jordan.
- **Member:** the preparatory committee for the test for admission to graduate programs (GRE) at The University of Jordan, 2014.
- **Member:** the technical Committee of the Model School of The University of Jordan for the academic year 2013/2014.
- **Secretary:** the Committee of the study plans in the Faculty of Educational Sciences, The University of Jordan, 2014.
- **Member,** the establishment of the UNESCO Chair in Education Committee / The University of Jordan, 2013.
- **Member,** perception about high school exam TAWJIHI Committee. The University of Jordan, 2013.
- **Member:** plans and programs Committee in The University of Jordan, 2013.
- **Member:** Graduate Studies Committee. The University of Jordan (2012/2013).
- **Secretary:** Graduate Studies Committee. The University of Jordan, 2010/2011-2011/2012.
- **Member:** Developing grading and reporting systems for Student Committee in The University of Jordan for the year 2011/2012, The University of Jordan.

- **Member:** faculty member's assessment committee at The University of Jordan, The Jordan University, 2010-2011.
- **Member:** Graduate studies committee: The University of Jordan, 2010/2011-2011/2012.
- **Member:** efficiency exam committee in the Department of Educational Psychology, 2006 -2016.
- **Secretary:** comprehensive exam for Master Committee in the Department of Educational Psychology, 2011-2011/2012.
- **Member:** Social Committee in the school of educational sciences, (2007 - 2013).
- **Member:** strategy committee, the school of educational sciences 2010-2011.
- **Member:** Technical Committee of the training at the school of Educational Sciences, The University of Jordan, 2010.
- **Secretary:** the annual report of The University of Jordan for the academic year 2009/2010 Committee.
- **Secretary:** the study plan Committee in The University of Jordan: The University of Jordan, 2008 - 2012.
- **Member:** the preparatory committee for the "learning institution". Held in The University of Jordan 20-21 / 5/2009, Amman, and Jordan.

8. *Conferences; lectures; Symposiums*

- **Attendee; KAIZEN** conference, Cairo, 2019, February 10.
- **Attendee;** AdvancED Global Conference 2017-18: Saturday, February 17, 2018 Riyadh, Saudi Arabia.
- **Participant;** integrating values into educational institutions conference, Istanbul, Turkey, 4-5/8/2017.
- **Attendee;** AAPOR Conference 70th Annual Conference May 14 - 17, 2015 Hollywood, Florida.
- **Coach;** a training workshop entitled "Assessment of student learning for faculty members at The University of Jordan", Human Resources Development Center, The University of Jordan, 06.18.2012.
- **Participant;** in "World International Conference on Scientific Educational Research and Technology (WICRR2012)". April 25th - 28th, 2012. Niagara Falls (Canada).
- **Coach;** a training workshop entitled "diagnostic tests", schools Dar al-Arqam, Jordan, 17/12/2011.
- **Participant;** a training workshop "How to Write a Research Project Grant Application"; The University of Jordan 29/12/2010.
- **Participant;** workshop for teachers or basic Khadija School for Girls believers of the Directorate of Education of Oman II. It held in the framework of the contributions of the university development project "Doctor for each school" to provide the parameters Posts adequate information about education, research, training and rehabilitation operations. 01/30/2010.

- **Speaker**; workshop entitled "the development of teaching skills and exam preparation", school of Science, The University of Jordan. 05/12/2010.
- **Attendee**; German Forum Second Arab Education and Vocational Exercise 6 - 7 October 2010, Germany.
- **Attendee**; Going Global Conference 4 "World Potential: Making Education Meet the challenge", Britain 24-26 / 3/2010.
- **Member**; the learning institution conference, Jordan 20-21 / 5/2009.
- **Participant**; Jordanian scientific week IV, "Science and Technology for Sustainable Development in ten service" - El Hassan Science City, 3-6 / 4/2009.
- **Speaker**; scientific research symposium "methods of data collection and analysis methods" 21/2/2009.
- **Speaker**; grading system seminar in The University of Jordan, 09.19.2008, The University of Jordan.
- **Speaker**; Developing a college test, The University of Aleppo, Syria. 7-8 / 4/2008.
- **Participant**; Workshop of education Survey tools, the National Center for Development of Human contained; Jordan, 28-30 / 10/2007.
- **Evaluator**; the rights of the Arab Child Conference between international conventions and regional visions, the UAE, 25/5/2006.

9. subjects

Courses taught in the undergraduate level:

- Statistics in Education.
- Fundamentals of Educational Research
- Educational Psychology.
- Principles of Psychological Measurement.
- General Psychology.

Courses taught in the postgraduate level:

- Methods of Individual Assessment.
- Nonparametric Statistics.
- Qualitative Research.
- Inferential Statistics.
- Talented Detection Methods.
- Methods of Research Design.
- Values , Interests and Attitudes Measurement.
- Using Computer In Educational Data Analysis.
- Theory of Test Development.
- Child's Development.
- Classroom Assessment.
- Assessment Methods.

10. Book

- Qatami, Y., Qatami, N., **Zaza, H.** (2015). *Identifying gifted and talented students*. Amman: Dar Wael.

11. Editorial Book

- **Zaza, H.** (2010). *Theories of Learning*. In Qitami, Y. (Eds.), *Educational Psychology: Theory and Practice*. Amman: Dar Wael.
- **Zaza, H.** (2010). *Intelligence*. In Qitami, Y. (Eds.), *Educational Psychology: Theory and Practice*. Amman: Dar Wael.
- Jabbar, S., & **Zaza, H.** (2015). Impact of conflict in Syria on Syrian children at the Zaatari refugee camp in Jordan. In Evans, R. (Ed.), *Abuse and Violence Towards Young Children* (1st edition). London, Routledge. <https://doi.org/10.4324/9781315720456>.

12. published

Zaza, H. (2021). Building a Rubric for Peer Review of Manuscripts in Psychological and Behavioral Sciences. *Dirasat*, 48(2), 125-143.

Hailat, M., **Zaza, H.**, Al-Qudah, M., & Alsubiheen, A. (2019). Thinking styles according to Herrmann's brain dominance and their relationship with moral intelligence among gifted students in Jordan. *Journal of Educational Sciences, Alemam university*, 20 (1), 610-668.

Breik, W. D., & **Zaza, H.** (2019). Coping strategies adopted by adolescents: A comparative study in relation to gifted status, gender, and family size. *Gifted Education International*, 35(1), 3–19. <https://doi.org/10.1177 /0261429418824118>

Abbas, M., & **Zaza, H.** (2018). Psychometric Properties of the Test of Creative Thinking – Drawing Production (TCT-DP) on Jordanian environment. *Journal of Educational Sciences, King Saud university*, 30 (4), 571-598.

Zaza, H. (2017). Multiple intelligences and its relationship to psychological values among a sample of students at the University of Jordan. *Dirasat*, 44 (4) 1, 153-169.

Jabbar, S. and **Zaza, H.** (2017) 'Post-traumatic Stress and Depression (PSTD) and general anxiety among Iraqi refugee children: a case study from Jordan'. *Early Child Development and Care*, 189(7), p.1114–1134. doi: 10.1080/03004430 .2017.1369974

Zoubi, R., & **Zaza, H.** (2016). Achievement Goals and its Relation with Perceived Self- Efficacy and Academic Achievement. *Dirasat*, 43(2), 1009-1030.

Al-Mashayekh, J., & **Zaza, H.** (2016). Comparing the Predictive Ability of the Jordanian General Secondary Education Average (GSEA) & Foreign High School Averages for Jordanian Students with the Grade Point Average (GPAs) at Jordanian Public Universities. *Dirasat*, 43(2), 637-662.

Jabbar, S. A., & **Zaza, H. I.** (2016). Evaluating a vocational training programme for women refugees at the Zaatari camp in Jordan: Women empowerment: A journey and not

an output. *International Journal of Adolescence and Youth*, 21(3), 304–319.
<https://doi.org/10.1080/02673843.2015.1077716>

- Jabbar, S., & Zaza, H. (2014). Impact of conflict in Syria on Syrian children at the Zaatari refugee camp in Jordan. *Early Child Development and Care*, 184, (9-10), 1507-1530, doi: 10.1080/03004430.2014.916074
- Betawi, I. A., Jabbar, S. K., Jabery, M. A., Zaza, H. I, & Al-Shboul, M. (2014, 04). Father involvement with three-to-four-year-olds at home: Giving fathers a chance. *Early Child Development and Care*, 184 (12), 1992-2003. doi: 10.1080/03004430.2014.903943.
- Shra'a, N., Zaza, H. (2013). An investigation of the assessment practices of elementary school teachers in Jordan: towards an integrative and comprehensive model. *Journal of Educational and Psychological Sciences, University of Bahrain*, 14 (2), 71-104.
- Sbaihat, A., Al Duweiri, H., Al-Dweeri, R., & Zaza, H. (2013). Motivation of the election of the program of Spanish/English at the University of Jordan. *Marcoele revista de didáctica ele*, 16(1), 1-13.
- Zaza, H., Hilat, M., & Quda, M. (2012). The Acquisition and Practicing Degree of Ministry of Education Teachers in Jordan for instruction Strategies and Evaluation Based Knowledge Economy. *Journal of King Saud University; Educational Sciences and Islamic studies*, 24 (3) 619-652.
- Zaza, H. (2012). Detecting the Extent of Violating Multiple-Choice Item Writing Rules in the General Secondary Exam in Jordan. *The Jordanian Journal of Educational Sciences*, 8 (1), 81-91.
- Zaza, H. (2012). The Degree of Agreement Validity and Reliability Indices of Standardized Tests Used In the Theses Presented in the Faculties of Education in Jordanian Universities, With Indices of the Original Versions. *Dirasat*, 28 (2), 2400-2416.
- Khwaileh, F & Zaza, H. (2011). Gender Differences in Academic Performance among Undergraduates at the University of Jordan: Are They Real or Stereotyping?. *College Student Journal*, 45 (3), 633-648.
- Shara, I; Zaza, H. (2011). The Extent of Students Teachers Acquisition at Jordan University for Some Mathematical Concepts in Geometry. Algebra and Arithmetic, *Dirasat*, 37 (2), 273-285.
- Samadi, Y., Zaza, H., Gharaibeh, A., & Younis, Y. (2010). General Secondary Examination (GSE) and University Grade Point Average (GPA) as Predictors of Performance on University Proficiency Exam (UPE) for Undergraduate Students at the Jordanian Universities. *The Jordanian Journal of Educational Sciences*, 6 (2), 147-159.
- Zaza, H., Rababa'a, J., & Tnash, S. (2008). Jordanian university students' attitudes toward academic proficiency exam. *Journal of Educational and Psychological Sciences, University of Bahrain*, 9 (3), 59-83.
- Gharaibeh, A., Zaza, H., & Natour, M. (2008). Derivation of performance on the non-verbal intelligence test comprehensive standards (CTONI) of a sample of primary and secondary students in Jordan. *Journal of the Faculty of Education, Ain Shams University*, 32 (2), 405-434.

13.unpublished

- **Doctoral Dissertation:** "*the efficiency of detecting item bias method which depends on judgmental procedures compared to empirical methods which depends on the classical test theory and item response theory*".
- **Master's Thesis:** "*Comparison of four methods to delete distractors in multiple-choice test on the psychometric characteristics of the test and items*".

14.Other Skills

- Writing technical reports.
- Developing ideas for projects and apps.
- Using quantitative and qualitative software.
- Designing tests, writing funded projects proposal, institutional evaluation and developing tools for surveys.
- Developing educational systems.
- Using many programs and computer packages. Using software in the field of psychological and educational measurement classic and IRT theories such as: FASTTEST PRO; RASCAL; ITEMAN; TESTAT; BILOG-MG, MICROCAT.

15.Certificates of Merit and Excellence in Community Service

- Queen Rania Al Abdullah Award for Excellence Association , 2010
- Engineer Walled Barakat Award for Academic Excellence in Graduate/ Doctorate level, 2006.

16.Personal Data

Place and Date of Birth: [Jordan, 20 December 1974](#)

Nationality: Jordanian

Status: Married

17.CONTACT

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All documents are available upon request