

## TEACHER EFFECTIVE MANAGEMENT OF CLASSROOM BEHAVIOR OF STUDENTS IN THE 21<sup>ST</sup> CENTURY NIGERIA: THE LEADERSHIP CHALLENGES

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### ABSTRACT

*The success and progress of any society or organization is imbedded on efficient and effective leadership, leadership in schools is no exception. It is about leading others, inspiring, developing, coaching, wanting to excel, accommodating, compelling, influencing and perseverance. Managing classroom behavior of students has become a serious herculean task for teachers and administrators to carry out their leadership work effectively. In conservation of the rules of classroom behaviour of students in the Nigeria education system, this chapter therefore aims to explore the challenges in managing school system to meet the realities of 21<sup>st</sup> Century, some identified challenges include. Lack of adequate funding, poor ICT facilities, lack of qualified personnel and inadequate infrastructure. Classroom behavior of students most time causes destruction to the learning environment; teacher's concentration adversity affects social and educational level of the students. The authors adopted leadership in this context to mean the process where an individual has the ability to influence a group of people to attain and accomplish set goal. There is no way the goal and objectives of a school can be achieved without putting in place certain mechanisms towards ensuring the success of such educational system. Based on an in-depth study, of secondary schools, it emphasis the various approaches that are adopted by teachers and respective effect on students behavior. The study therefore recommended that teachers should ensure that activities of students and their behavior in school are checkmated, and measures considering that the social and behavioral environment of a classroom can reflect overall academic environment of the school.*

**Keywords:** Leadership Challenges, Management, Classroom, Behavior and Education

## INTRODUCTION

Leadership is a part of management and the primary functions of any leader is to manage and lead organization, school, small group, regardless of the level of work towards the goal attainment. Leadership has many definitions by various authors perception leadership is the process of influencing employees towards attainment of set goals and objectives by an organization to enhance productivity, excellence to stand out from other competitors (Naylor, 2012).

Leadership in the educational context is the ability to view and predicts the future in the now. This can be through words and good examples the leaders portrays in teachings that affects the school system positively in influencing the thought patterns and behavioral activities of those work in the organization such as secondary school to work willingly towards the accomplishment of well stated objective to attain the set goals and followed. Diligently Hence, Leadership is a process of social influence that ensure and recognizes the efforts put in by other people to achieve a stated goal. Dan in Oluwuo (2004) posited that leadership is an integral part of the existence of management but not all of it. Basically, it can be considered as the enablement and push to compel others to find outlined objective.

Education has been regarded as an indispensable tool for any human success which should not be treated with any levity, it is pertinent to note that human resources as largely dependent on the quality derived from the knowledge and skills acquired overtime through education. In modern society, education is synonymous with development. A universal practice engaged in all societies at all stages of development. According to Agabi, C.O. (1999). Education expresses the total process of human learning by which knowledge is cardinal to development. Furthermore, education in its generic term could mean the process of formal or informal which boost learning by which skills, belief, values and knowledge is transferred from an individual to group of people. Education often times takes place with the guidance of an educator. Most countries in the world regard secondary education to be formal education that occurs during adolescence. Hence, the purpose of secondary education is to prepare students for higher education and a sure better way to train them to be directly engaged in any profession.

Teachers are people who are trained to impart knowledge or who did others in acquiring knowledge, skill and values. A good teachers are usually motivated and excited about his professional and usually overwhelm with the topic and syllabus he/she handle in classroom and are delighted to share it in classroom with the student, students add much concentration on the mode style, and teaching pattern of the teachers and behavior absolutely well in classroom. Emnur and Stough (2016) maintained that teachers are imposed with role of establishing ground process, develop positive association and utilized body language when correcting behavioral challenges of students in classroom Ritu (2015). Seen classroom behavior of students as handling and utilization of techniques, procedures and strategies to promote effective learning environment. Handling of classroom behavior by teachers to students, is the term used by education in describing techniques for preventing misbehavior and handling it when arises and necessary.

However, schooling is an interesting social enterprise system, students, behavior is shaped and interpreted in a social context which involved multiple settings like common rooms, laboratories, lunch room and play ground. Schools are institutions with multiple goals like enhancing academic performance encouraging a holistic development of the students and setting learning standard for the student. The responsibility of the teachers is to evaluate and teach the student. Based on established guide lines which were provided by national teacher's educational curriculum framework.

Classroom behavior of students is a stimulus propelled responses which occurs particularly in classroom on ways learners are behaving in classroom when responding to teaching Okebata O. (2013).

Most essential value of classroom teaching and students behavior is to indicate more values necessary for the students to live with and be relevant with the society.

### Conceptual Framework

Leadership is that process where an individual has the ability to influence a group of people to attain and accomplish a defined goal (Northouse, 2004). In addition leadership is a communication process that radically influence and re-direct people to commit their ideas to achieve a common goal willingly in a given situation. A principal who is a leader in a school in order to attain educational set goals, it will require to get authorities and power from the Ministry of Education and Board Management to carry out leadership activities.

This is to enable him or her to effectively and efficiently run the affairs of the school smoothly and is responsible to both the teachers and students. Research suggest that there is a strong association between leaders personal quality and leadership success, this assertion is in agreement with the study by (Day et al, 2010), they discovered that head teacher's values are key components in the success of school system to function effectively. Successful heads improve student's outcome through their values, virtues, dispositions, attributes, character and competences as well what they do regarding good strategies are used the way leadership practices are adopted. Hence, it is believe that most successful school leaders are.

- **Open Minded:** They are eager and ready to learn from others irrespective of their level and position in the school.
- **Flexible:** They are ready to run the system of core values and high expectations of others.
- **Emotionally stable:** They are resilient and optimistic. It asserts that these traits enable successful leaders to make progress in schools when faced with challenges. Also, successful school leaders and administration exhibit certain attributes, they are;
  - A strong sense of moral responsibility and a belief in equal opportunities
  - A passion for learning
  - Full commitment to student and staff

## **Leadership Role in School Administration**

A teacher is regarded as the anchor and resourceful agent in terms of leadership in secondary education such that he or she influences his or her subordinates and students. The teacher is seen to the middle manager who disseminates information from the ministry of education, school management board, by involving staff in decision making which affects their job and reinforcement. For school's effectiveness by communicating appropriately.

In today's world, good standards is based on reforms, accountability and digital acceptance to reflect best global practice. However, a more dynamic and pragmatic conception has been introduced, the one close to the model suggested by Collins (2001). Good lessons created from contemporary corporate life will mean leadership focused with great clarity on what is essential, what needs to be done and how to get it done (Jane & Holy, 2012). Also, Northern Ireland assembly (2010) has identified the following roles and responsibilities of a school leader.

### **Strategies Direction and Ethos:**

- Teaching and learning
- Developing and managing people
- Networking and collaboration
- Operations
- Accountability

## **Classroom**

The classroom is a learners' first accommodation in school. It is a learner destination at school. Akinwumiju & Agabi (2008) aptly summarized the importance of the classroom. According to them the classroom facilitates teaching and learning. A conducive classroom environment increases the desire for knowledge and religious creativity in learners. Classroom is traditionally a structure or room in a school where a class is brought. The word classroom is commonly used to refer to such a learning space in which both children and adults learn. Classroom control entails planning, supervising, controlling and coordinating the activities of pupils in the teaching and learning process. Classrooms are not only constructed spaces they are rather built environments that convey potent messages about how to think and act within a particular Milieu (Agabi, 2002). Most often in school area, classroom design determines student's behaviors and learning process depends on the environment created within the space. The size, sharp location of classroom in addition to other parameters like color in the environment also affects.

According to Divine C. (2015). Classroom is the term use by leaders to describe the process of ensuring that lesson run smoothly despite disruptive behavior by some pupils. It is also implies the prevention of disruptive behavior involving the organization of certain academic task, which are essential for effective teaching and learning in a specific set up. Classroom are found in educational instructions of all kinds, ranging from pre-school to universities and may also be found in other places where teaching, training, and learning stakes place. Classroom has its

own setting and primary objectives with the help of teaching. Organizational classroom grows from strength to strength with its standard and operational values.

### **Classroom Management**

Classroom management encompasses all the strategies a teacher deploys to organize and arrange students, learning material, space and uses a classroom time to maximize the efficacy of teaching and learning. This helps students enjoy an organized, structure environment with an emphasis on a positive educational atmosphere that is conducive to learning. Abama, E.A (2000).

Classroom management can be said as the orderly control of student, the environment and teaching material in order to obtain the desired learning objectives which can enhance the academic achievement of students.

Akpakwu, (2012), defines classroom management as the orderly control of the learners, teaching materials and teaching aids in order to obtain the desired learning objectives. Considering the above mentioned view, classroom management could be conceptualized as the planning, management and execution of the school program as it affect teaching and learning in the classroom. The school teacher's managers the physical as well as the psychological environment to create an atmosphere that is conducive for learning.

### **Challenges of Secondary Education System**

The management of secondary education has been vested with the principals but in the past and presently they are faced with reoccurring challenges, in terms of how well the leadership teaches can be more effective to face the present realities in 21<sup>st</sup> century. It is against this backdrop that we highlight the challenges faced by administrator and mangers of secondary education which have impacted negatively to the students and staff.

**Poor Infrastructure:** The problem of poor infrastructure has hampered the educational system thereby resulting in providing poorly performed students who hardly can compete with their counterparts globally. This ranges from a number of needs like poorly equipped libraries which are not well stocked with the most recent text books adapted in relevant field to enhance global practice, classroom space for students is not adequately provided, student are overcrowded in a class, but for 35 students with well over 100 of them. That can easily cause an outbreak of any commutable disease in such class. Most class rooms are not constructed with windows to allow for cross ventilation. This causes a lot of distractions and lack of concentration because of sweating.

Again lack of electricity supply is so obvious as most schools have not received power for many years or decades, the little provision is ceiling fan is a waste, for poor sanitary conditions in most secondary school, is attributed to lack of water supply. This has consistently cause health challenges for both staff and students. As this makes the school environment, untidy and unfit for teaching and learning and sometimes creates avenue to spread disease among students or teachers in case of communicable disease. Regrettably, leaders in most secondary school are incapacitated by the short supply of teaching and learning and materials from government. The lack of thee basic necessities put most school leaders in a state of confusion

and the teaching and learning activities in a stand still as teachers are unable to teach both pupils and students, fear of reptiles attacking teacher and students as a results of over grown grasses at the time of resumption.

**Inadequate Staff:** This has over the years and at present posed a huge challenge to the educational sector. As a result, the leadership of secondary education is helpless when a good numbers of core subjects are not taught because there are inadequate teachers to teach. Shortage at employing staff in secondary schools has constantly causes work load to stress the existing teachers. This is evident in most secondary schools others staff are in short supply to teach the whole arm in a particular subject. This can cause fatigue, diminishing returns, stress and ill health because he or she is over stretched. On the other hand, the inadequate staff supply can lead the principal to assign a teacher who is not versatile in that area.

**Inadequate Funding:** It is on record and an obvious fact that the Nigeria secondary education is underfunded both with the past and present government. The UNESCO proposed 26 percent of been given in terms of financing education allocation. Notably, education has been regarded as an expensive social services and requires huge and adequate financial provision from all types of government and private school successful implementation and achievement of educational and secondary education, which is laudable, however, there was aids like marker pen, register, chalk, diary, to mention a few. Despite the short supply in terms of funding the educational system including the secondary education, some fraudulent principals and school administrators either mismanages the little funds education, some fraudulent principals and school administrators either mismanages the little funds provided or embezzle them, thus, its impact can sometime be devastating, causing lapses in education and seen as a failed system (Mezieobi & Nzokurum, 2004) it behooves on the government of all levels to ensure that education is in the top list of budgeting and allocating the needed funds to the leadership to effectively manage secondary school behavior under their care.

**Lack of Information and Communication Technology (ICT):** ICT is one of the low provided infrastructures in secondary schools today. Information and communication technologies or technologies is an umbrella term that houses other communications gadgets or application which includes, radio, television, cellular phones, computer and its accessories, network hardware and software, and satellite system etc. it also includes, various services and application that enhances then such as video conferencing, distance learning and victuals, etc. Nnabuo & Asodike (2008), See Information and Communication Technology as the modern day technological devices which may incudes computers and software packages which store and retrieve information directly or remotely through scientific media like internet require in educational learning environment.

Information and communication technology is the activities which are often operated electronically by medium of capturing storage processing, transmission and well display of relevant and accessible information (curtain, 2002). The study sort to investigate leadership challenges and how effectively secondary education can be managed in the 21<sup>st</sup> century. It is the believe of the author that every leader should be able to proffer lasting solution amidst crises so as to ensure that educational set goals are achieved.



**Examination Malpractice:** The issue of examination malpractice is very common and one of the major causes of students indiscipline in most secondary school in Nigeria. This often occur during senior secondary certificate education (SSCE), NECO, and UIME examinations. Sadly, some parents offer school principals money to induce them to help their children/ward during these examinations. At time they bring already solved questions for them and pay money for what is referred to as special center, all to enable them pass with high grade they do not deserve. However, in some cases principals who refuse to comply are seriously dealt with consequently these detrimentally will produce half-baked graduates who hardly can express themselves in terms of writing letter or making simple sentences. As result, graduates cannot define their counterparts, no compete favorable with their counterparts outside Nigeria. It is obvious that education as a discipline has suffered many setback from leadership perspective, owing to the short supplier of basic necessities and supplies because it lacks the will power to take and make decision on curriculum that should enhance teaching and learning in terms of planning to suit leadership styles.

### **Ways of Achieving Effective Classroom Behavioral Management**

The act of classroom management encompasses all the function of a classroom teacher in instructional procedure. A good classroom manager is a teacher who has the skills to influence to a great extent the ways and means by which instructional objective are achieved in his class.

**Effective Preparation of Lesson Plans:** Lesson should be well prepared with the consideration of the ability and interest of learners. The behavioral objectives of a lesson should be well identified. A lesson with non-proper statement of objectives may create confusion for both the teacher and the students which may result into uncontrollable situation of the class.

**Lesson Presentation:** A teacher, who is active and brilliant in his or her lesson presentation, can also influence the active participation of his students who are bound to gain their cooperation and submission. However, a teacher who is dull in presentation and cannot influence active participation of his students will invite the opportunity for the student, to create unnecessary noise in the class.

**Effective Use of Instructional Material:** Effective use of instructional materials must be ensured to stimulate students, behavior in class. Interest in any classroom lesson, gain their attention for effective participation in the lesson for instance, teaching materials can only prove effective when they suit the lesson objective and the distinctive characteristics of the learners.

**Classroom Control and Discipline:** Classroom control and discipline are aspects of the classroom management which have to do with the ability of the teacher to maintain order and discipline among learners with the objective of creating a conducive teaching and learning environment. Classroom control of student's behavior is largely influenced by a teacher behavior. The characteristic of a teacher has great influence on the shaping of the behaviour of students and on their participation in the teaching learning process.

### **Role and Responsibility of Student's in Classroom Management**

With great power comes greater responsibilities, rightfully so because student paly a huge role in the management of classroom by the teacher. It is not secret that students are the future of a

nation so it no secret that students are the future of a nation so it is important for the teachers and educators to nurture positive behavior during child development through teaching and learning. Students play an active role in classroom management skills.

**Discipline:** Disciplined in educational system, is refers to the rules and strategies applied in school to managed student behavior and practices used to encouraged, self-discipline. According to Adesina, (2010), implies a situation where students are taught to respect the school arithmetic observe the school law and regulation and maintain established standard of behavior. A discipline student knows and likes the right course of action. Discipline helps, the students learn standard of conduct acceptable within the society. Discipline in the concept of the discussion refers to a way of control as the practice of human attitude of self-respect, respect for others, good behavior, compliance to law and order etc.

Discipline on students behavior, helps to encourage positive academic performance on them, it also help them stay more focused on their academic goal and achievement, it's also help to limit problems with negative peer pressure.

**Contribution to Class Culture and Accountability:** In education, we tend to value a student ability to answer teachers question, but it may be more important to gauge their ability to ask their own great and more critically, their willingness to do so makes your student feel comfortable enough to (respectfully) ask all sort of question that nurture their curiosity. When student are invited to provide input in classroom rules, not only do they feel seen and heard but they are also more likely to hold each other accountable.

**Taking Initiative as Active Participant:** This is a situation where student should come to school ready to participate in all class activities to enable them cope. Students should always acknowledge that they are part of learning community. Each person is responsible for taking ownership of their action in a way that values building safe and positive classroom as the teacher, you can create these opportunity by; inviting students to come up with ideas for home work related to the topic, by letting students share their different approaches and the process for solving the problem.

### **Positive Classroom Behavior of Students**

In order to create a conducive learning environment teacher should analyze their approach, clarifying their strategies to make it easier to guide the class confidently and effective. Possible challenges should be visualized and review adequate strategies for dealing with them to enable them keep grounded when these challenges arise. For positive classroom, it is expected that teachers make their expectation clear from the beginning. The formal rules to be followed in classroom should be positive and specific.

Teachers are mean to encourage good student's behavior and praise them in order to achieve more and keep them motivated in the classroom enjoiment. There are many factors within the school that contributes to anti-social, and extra curriculum behavior of students in school. Behavioral pattern which are not of education and important to the school and children in school setting should not be implemented.

### **Characteristics of Positive Classroom Behavior of Student's**



- Every student is inspired and given support to succeed in an environment of high expectation in school.
- Students must be guided according to their techniques and effectiveness to the purse of study.
- Learning environment, instructional materials and teaching assessment strategies reflect the diversity of all students.
- Students are encouraged and given support to be positive leaders and role models in the environment.
- Openness and flexibility among teachers and the student to enable them known more on the system.
- All school facilities must be under one roof, by so it encourages cooperation across all section.

### **Role of School in Managing Student's Classroom Behavior**

Effective learning is co-created by students and teachers with the intention of building vibrant classroom. The schools are ultimately responsible for classroom management. However, students play an important role directly from the structure and learning atmosphere as members of the classroom community.

According to Abraham (2003) & Wale (2009) recommend that the school as a body ensure that students are given adequate attention and good environment for a proper study with effective teaching and accountability for all. The school plays a vital role to enable the students move forward which includes.

- Good Learning Facilities:** The school ensures that the students have adequate learning and conducive facilities. The classroom setting will help to improve the learning approached of the student, thereby making them stay over time without knowing. The school provides facilities to the students and makes them participate in recreational activities with proper monitoring. The teachers also help to establish good teaching in the area as to help improve student teaching and learning process.
- Adequate Guidance:** The school provides professional guidance for the students. This will enable them choose based on subject matters and causes to study. Guidance implies taking care and monitoring the activities of the students in classroom. The responses in asking question to the guidance personal in order to help them participate and function effectively in classroom behavior by shying, choosing a course of interest, this will also help in the problem solving of the student.
- Tangible Reward:** The process whereby the school reward the best performing students in class. The school reward specific students at the end of each lesson before the class ends as another motivational and behavioral reinforcement technique. Let's say few students are actively listing throughout the entire lesson answering question and asking their own before the class end, the teacher through the school can walk up to the desk to give him the gift which is part of

encouragement in classroom as motivation to those who are willing to learn and sit-up.

- iv. **Be Active Participants:** The school expected all students to be actively participating in things around the classroom environment where students are to come to school prepared to participate to enable them follow up in the classroom activity. A full engagement in classroom work maximizes opportunity for leaving and sets the time for the classroom. Student's classroom behavior in the aspect includes completing in class assignment and other related teaching norms in classroom.

Negative reinforcement most times mistaken with punishment, but they are never the same. When initiating negative reinforcement, tutor is increasing attitude negative reinforcement is also conceived as when unwanted attitude is avoided because of removing some students which are exhibited.

### Conclusion

Teacher's effective management and leadership is the part of management which primary function is to manage and lead, school, small group regardless of the level of work towards the goal attainment where student's classroom behavior is an essential aspect of education in school environment that needs to be looked and monitored. The behavior and way about of students are what practically improve the educational system. The researcher concluded that classroom structure, procedure and positive behavior have appreciable positive link with teaching class instrument effectiveness taken independently. The study also showed that ensuring teaching receive training to enable them perform effectively in the areas of instructional maternal by teaching and learning process in classroom. Also, found out from the study was that the teachers need to consult each other for effective teaching and syllabus balancing and teaching classroom learning.

### Suggestion

This chapter brought to form in a theoretical for, leadership challenges in the effective management of secondary education in 21<sup>st</sup> Century. It is crucial to state that the suggestions are a proposal in nature and not definitive but suggestive. This implies that for every leader in particular the secondary education to thrive progressively, the following suggestions are made to enhance leadership challenges.

- Adequate supply for all human and material recourses like employment of qualified teachers, providing power supply to operate computers, water supply, chairs, tables, staffroom, offices, science equipment and writing materials.
- There should be emphasis of maintenance culture introduced to maintain and care for infrastructure provided for to reduce over spending.
- Leaders should exhibit good communication skills for effective and efficient management of tertiary institution.
- Government at all level should adequately, place education as top priority in the budget by injecting more funds into the education system.

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