

# INDISCIPLINE AMONG TEACHERS: CAUSES AND INFLUENCE ON SCHOOL ADMINISTRATION IN NIGERIA.

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## **Abstract**

*This paper identified poor condition of services, irregular promotion and payment of salaries, poor professional training, societal negative influence, inadequate facilities and instructional supervision as causes of indiscipline among teachers in Nigeria. It also identified increase in examination malpractices and dropout rate, fall in instructional quality, moral value, poor quality students for higher education leading to decrease rate of national development as impacts of teachers indiscipline on school administration. Recommendations on ways of reducing teachers indiscipline in Nigeria schools was also highlighted.*

## **Introduction**

In the Holy Bible, Exodus chapter 30, (Deuteronomy 5 : 1 - 21) God gave Moses the ten commandments. Two of the commandments, states that do not use my name for evil purposes, observe the Sabbath day and keep it holy, you have six days in which to do your work. These commandments were design to control the behaviour of the Israelites toward God and among themselves. Failure to carry out or follow any of the ten laws is a sin.

The control of societal activities today follows the ten commandments, hence every organisation for a successful execution of programmes established rules and regulations, which direct and protect the operations of the organizational system. Any act or behaviour or performance contrary to approved rules and regulations is known as indiscipline.

Indiscipline among teachers are their acts of behaviour that affects effective teaching, learning and administration of the school. Common indiscipline behaviour by teachers include; absenteeism from school and lesson, lateness, non-preparation of lesson notes, failure to mark students exercise books, non-completion of school records such as diaries, registers, student results, involvement in examination malpractices, illegal collection from parent and students, unapproved study leave with pay, drinking, drug taking and sexual immorality. These are serious threat to all level of our

educational system, because teachers are the expected professionals, entrusted with the responsibility to conserve the future and destiny of the nation. (Okeke, 2004:10) "the teacher belongs to a special class (sub-group) saddled with" the responsibility of molding the child into a functional adult that will contribute to national development with the following qualities; knowledge of the subject matter being taught far ahead of that of the pupils; professional skill or know-how to awaken a child's interest in what is being taught and to enkindle in his pupils a love of learning and a good moral character (Anyamebo, 2005:41-42).

### **Causes Of Indiscipline**

The unprofessional and destructive behaviour of teacher are as a result of the following:

#### ***Poor Professional Training:***

A well equipped professional teachers attitude cannot be contrary to school development. Some of the teachers since 1976 are the products of crash programmes for production of teachers for the primary schools. Their entry qualification were lower than other professional training programmes. Also the nature of the crash programme did not give enough time for teaching and learning. These teachers subject matter are a little if not below that of some brilliant students. Such teachers always give excuses for

everything to avoid teaching their lesson periods and other extra-curricular activities. Some of sure teachers were involves in other occupations and such treat their teaching job as part time.

***Poor Condition of Service:***

Before 1999, the only difference between a local farmer and a teacher was a merge monthly salary which was not regularly paid. Allowances paid to other workers was not paid to teachers. As a result, teachers complete with farmers in the farms, traders in the market and contractors in companies. These source of extra incomes by teachers which are acts of indiscipline resulted from poor condition of service and irregular payment of salaries.

***Teacher Relationship with Schoolhead and Social Status:***

Majority, especially female teachers who are wives of politicians intimidate schoolheads with their husband positions. Some have personal relationship or affairs with schoolheads. Such teachers are not regular in school and in lessons. They use school period for their personal business and political affairs at the detriment of the students. Most of them do not take active part in extra-curricular activities of the school and are not instructionally effective and efficient.

***Poor Management of Disciplinary Cases of Teachers by Schoolhead and Ministry of Education Officials:***

Failure to apply rules and regulations effectively and equally leads to indiscipline among hardworking teachers.

***Poor Home Background:***

The formative years is a crucial period in human development. Teachers with poor home background cannot be corrected during professional training period because of the type of curriculum content, type of residential accommodation and the short period of practice before graduation. Bad habits cannot be deleted from young teachers in Nigeria during training as a result of the level of corruption, entry qualification and way of appointment of teachers, since 1979.

***Lack of Professional Co-operation among Teachers:***

Teachers like other professional bodies do not adapt group effort in the performance of their instructional duties. There are teachers who do not cooperate with their colleagues. They stir up confusion and disorganize every programme propose in the school under religions ideology or traditional beliefs. Such teachers usually fail to carry out most committee assignments.

### ***Inadequate Supervision by Ministry of Education Personnel:***

Frequent visits to schools by officials of the Ministry are inadequate. Schoolheads also do not carry out daily classroom observation of teachers. These leads to increase in the number of teachers who do not effectively perform their instructional duties. It also increase the frequency of teachers who put up bad behaviour, snobbing, cursing, insulting their colleague, disrepute to parent and other members of the public.

### ***Lack of Infrastructure and Teaching Aids:***

Most of the schools in Nigeria, do not have adequate infrastructure and modern teaching aids, resulting into an unconducive teaching and learning environment. These demotivating factors leads to teachers professional laziness, absenteeism, lateness and discouragement in instructional performance.

### ***Improper Placement of Teachers:***

In some schools, juniors are appointed to head senior teachers as schoolheads. These results form financial ability and political power of such appointed teachers. Seniority is neglected in some states resulting in the development of negative attitude by affected teachers toward their administrative and instructional duties.

### ***Societal Factors:***

Parents bribe teachers to assist their children with inflated score, write external examinations and award fake certificates. discipline teachers who help in controlling the moral tone of schools are transferred by inferential parents. Such teachers for comfort and job security may decide to be passive in all activities, resulting into indiscipline.

### ***Irregularity in the Promotion and Payment of Salaries of Teachers:***

Teachers are not promoted as and when due. Promotion arrears are not paid. Psychologically, these negatively influences teachers attitude toward their instructional responsibilities.

## **Impacts of Teachers Indiscipline on School Administration**

### ***A Fall in Academic Standard:***

This is because the indiscipline of teachers reduces the standard of education in the state. Example the student cannot pass their school certificate examination and this leads to cheating and misbehaving, as a result of the teacher not teaching well.

### ***Decrease in Teachers Job Performance:***

Indiscipline of the teachers, for example selling of items during the school hours. This will make the teacher not to perform very well in his or her teaching profession.

### ***Increase in Dropout Rate:***

Take for instance, lack of adequate performance of teachers to students, causes a lot of students to dropout, they roam about in the street involves in cult activities, drug abuse and agents of the politicians.

### ***Increase in Examination Malpractice:***

Due to the indiscipline of the teacher the students are not performing well they depend on examination malpractice with the teachers and the invigilators, they give money to their teachers to allow them (students) copy from books during the examinations.

### ***A Fall in Moral Standard:***

Because of the indiscipline of the teacher they do not devote time to teacher moral instructions in school. Therefore, it effect the moral standard of the students. And teachers themselves are not discipline.

### ***Lack of Respect for Elders, Cultural Norms and Values of the Society:***

The indiscipline among teachers causes lack of disrespect from the students, unlike in the olden days where teachers are taking like small god, when a child misbehaved at home, the child will be reported by the parents to the teacher. In order to be disciplined, now you can see student abusing their teacher even fighting them.

Other impacts of Teachers' Indiscipline on School Administration are:

***High Rate of Corruption:*** Students develop negative attitude to school and learning, production of poor quality students for higher education which hinders national development.

### **Ways of Enforcing Teachers Discipline in Schools**

The following points must be emphasized when forcing indiscipline in class.

1. **Relevance:** Disciplinary action must be relevant to the behaviour. Most importantly the teacher must know the reason for meting out punishment for him or her and the punishment must follow immediately.
2. **Fairness:** The schoolhead should be fair in his punishment. He must establish the reason for punishing any offender. If teachers are punished for offence or behaviour, they do not exhibit, the teachers usually become more aggressive and antagonistic.
3. **Consistency:** The schoolhead must be consistent in enforcing discipline if a schoolheads is not consist at the aim of the discipline is defeated.

## **Conclusion**

Indiscipline among teachers is a common administrative problem in schools in Nigeria. It is caused by poor conditions of service, poor professional training, government policy and societies negative influence on teachers. This destructive act among teachers increase similar behaviour in learners resulting into a perceived fall in academic quality in schools. There is an urgent need to eliminate teachers indiscipline in order to reduce students indiscipline for the enhancement of instructional and production quality, for fast national development in Nigeria.

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