

STRATEGIES FOR SUSTAINING THE SUCCESS OF EDUCATIONAL MANAGEMENT IN NIGERIAN EDUCATION SYSTEM

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Abstract

The study aimed at underscoring the historical background of educational management with emphasis on the strategies for sustaining the success of educational management in Nigerian education system. A descriptive survey research design was adopted for this study. The study was conducted in Nsukka Education Zone. The population of the study was 62 principals. There was no sampling due to the manageable size of the population. A questionnaire developed by the researcher from literature, consultation with stakeholders in education and personal observation based on the research question was used for data collection. The reliability of the instrument was determined by administering copies of the questionnaire on 20 principals of secondary schools in Obollo-Afor Education Zone. The scores obtained from the respondents were collated to determine the internal consistency of the instrument in each section. This was done using Cronbach alpha. Reliability coefficient of 0.78 was obtained for the instrument. The finding shows that the strategies for sustaining the success of educational management in Nigerian education system among others include adequate funding of Educational Management Department, proper supervision of education managers, recruiting highly able personnel into education management programmes by ensuring competitive salaries, extensive in-service training programme for education managers with incentive packages being built into the programme, establishment of college of educational management.

Keywords: Education, Management, History, Success, Failure

Introduction

The issue of organizing, directing and planning resources in Nigerian educational system has been a herculean task despite Government efforts over the years. It therefore appears that educational problem in Nigeria is a management problem. This is because management contribute higher percentage of the progress and failure of education in Nigeria. Indeed education is the propeller for social, political and economic development of any nation. Education has been adopted as instrument to aid the social development and technological development of the country (Mohammed, Ogunode & Yahaya, 2021). Unfortunately, Ogunode (2021) submitted that the Nigerian educational system is plagued with many challenges which include; underfunding, inadequate infrastructural facilities, inadequate teachers, overcrowdings of classes, weak supervision, weak leadership, corruption, insecurity, unstable educational policies political influence and lack of effective planning.

These problems have made Nigerian education system a shadow of itself. No wonder, many stakeholders have been looking for better ways of sustaining education to make it efficient and effective. Ahmad, Shehu and Mahmoud (2019) opined that the federal government of Nigeria sees education as the greatest force that can be used to bring about change; and the greatest investment that a nation can make for quick development of its economic, political, sociological and human resources. According to Samuiel (2018), education has been a special concern and a major concern for all social categories throughout history. However, these challenges could be tackled with the help of Educational Management.

Unfortunately, educational management has not been orderly, effective and efficient in Nigerian education system. Consequently, Iniobong and Patrick (2014) advised that management of education should therefore be done in an efficient manner which would make education to be able to effect the inter and intra- generational transmission of our cherished heritage and refine value systems for a sustainable economic system. Management involves the formulation of objectives, the process of planning, organizing, staffing, executing, coordinating, evaluating, controlling, and motivating with view to attain the objectives and to improve the functioning for future (Osmond, Kalu & Chidinma, 2018). Management has become a phenomenon and has changed the world's economic and social landscape, enhancing the need for educational management.

Educational management no doubt has become a vehicle of development in education in Nigeria. Educational management is the administration of the education system in which a group combines human and material resources to supervise, plan, strategise and implement structures to execute an education system (Connolly, et al, 2017). Educational management aimed at setting objectives for using available resources; formulating plans for achieving these objectives; identifying the activities to be performed; organizing the activities into groups (departments) ; defining the task to be done; grouping the task into jobs; staffing the jobs with people; initiating work activities; supplying incentives to stimulate productivity; Setting up controls to measure the achievement of objectives and Taking remedial action if the objectives are not met (Akilaiya, 2008). Consequently, the success of education is hinged on proper management of education and making educational education effective in the country.

Statement of the problem

Educational management has not been given adequate recognition concerning its roles of utilizing physical and human resources through performing the function of planning, organizing, staffing directing and controlling. There has not been much effort geared at motivating educational managers according to their educational attainment except on years of experience. As a result, many educationists depend on experience to climb rather than qualification. Educational management therefore, continues to lose capable hands in the affair of managing education. Educational managers who are responsible for the failure and success of the schools because they are in charge of the planning, organizing and ensuring allocation and implementation of the human and materials resources are not giving special training, they only assume the responsibility as soon they attain certain level in service. This has made the contribution of educational management not to be sustained in many schools in Nigeria. There is need therefore to examine how to sustain the success of educational management taking cognizance of Educational management in Nigeria: History, success, failure and way forward.

Research Question

1. What are the strategies for sustaining the success of educational management in Nigerian education system?

Literature Review

Historical Development of Educational Management in Nigeria

The origin of educational management as a field of study began in the United States in the early twentieth century. Development in the United Kingdom came as late as in the 1960s. Herding wrote a book titled Practical Handbook of School Management by Teachers, by which the concept of educational management came into being (Osmond, Kalu & Chidinma, 2018). In Nigeria, however, educational management can be said to be as old as when the first Nigerian University was established which can be traced to the Eliot Commission in 1943. Moreover, in

some Nigerian Universities, educational management started around 2006. Though, some scholars admitted that Management of education in Nigeria dates back to the commencement of Western education in the country; identifying major periods namely; the missionary period, the pre-independence period and post-independence period (Franca, Ebuara, Ekpoh & Edet, 2009). It should be noted however that although the Nigeria government got involved in the management of education as from the time of the Richards constitution of 1946 with the creation of regional governments, total management and administration of Nigeria education by Nigerians, started after independence precisely. The most important giant step ever taken in the management and administration of the nation's education took place in 1969 with the convention of the national curriculum conference which leads to the provision of the educational document christened national policy on education in 1977 that serves as guide to the direction of our educational practice.

Benefits Accruable from Educational Management

There is doubt that educational management has imparted so to the development of education in Nigeria. Today, the success story of the educational system in the country cannot exclude the benefits of educational management. This is because educational Management is the life-giving dynamic organ of the educational institutions. The benefits of educational management could be summarized by Osmond, Kalu and Chidinma (2018) as follow: maintaining organization in school library, museum, hostel, and so on; help in maintaining the school records; assist in evaluating students' achievement; provide avenue for assessing material equipment, such as building, furniture, farms, laboratories, library, museum and art gallery; assist in equipping administrators in preparing timetable; help school administrators maintain discipline in the school; encouraging school managers to cooperate with departmental authorities and implementing the orders of the higher educational authorities; help in develop modalities for organizing guidance service; assist managers prepare the curriculum for the different classes in the school; encourage school administrators organize a systematic co-curricular programme; bringing ways of supervising schoolwork; helping to develop proper use of finance for educational development and assisting in developing means of organizing exhibitions and museums.

Issues of failure of educational management in Nigerian education system

Educational management has been riddled with challenges that stifle its progress in education. Various scholars have writing about some these challenges. According to Emmanuel and Victoria (2016) enumerated the challenges to be Acute Shortage of Professional Educational Administrators, the Cart before the Horse Syndrome, Politics, Lack of Public Support, Poor Functional Differentiation, Weak Data Base, Population Explosion, Inadequate Resources, Depressing Economy and Unprogressive Administrative Traditions.—listed Institutions Challenge, Policies and Structural Issues, Capacity Challenges, Socio-Cultural Challenges, Generational Challenges, Political Interference and Poor Condition of Service. These failures need to be tackled to reap the numerous benefits of educational management in Nigeria.

Methods

The descriptive survey research design was adopted for this study. According to Nwankwo (2013) a descriptive survey design is a research design in which data are collected from a population with a view of finding out the relative opinion, belief, attitude, and status of that population about a phenomenon. Again, Uzoagulu (2011) noted that a descriptive survey design is a design in which data are collected, organized, analyzed and then described as they

exist (natural setting) without interfering with them. This design is deemed appropriate for this study because the researcher collected data from the respondents through a few representatives and analyzed them in order to determine how to sustain the success of educational management in Nigerian education system.

The study was conducted in Nsukka Education Zone. The population of the study was 190 principals. There was no sampling due to the manageable size of the population. A questionnaire developed by the researcher from literature, consultation with stakeholders in education and personal observation based on the research question was used for data collection. The instrument is titled "". The face and content validity of the instrument were determined. To ascertain this, the researcher presented copies of the questionnaire together with the topic and purpose of the study, research question to three experts for validation. Their comments and suggestions guided the construction of the instrument.

The reliability of the instrument was determined by administering copies of the questionnaire on 20 principals of secondary schools in Obollo-Afor Education Zone. The scores obtained from the respondents were collated to determine the internal consistency of the instrument in each section. This was done using Cronbach alpha. The reliability coefficient of 0.78 was obtained for the instrument. In line with Nworgu (2015) who stated that if the coefficient obtained in an instrument is up to 0.70 and above, the instrument should be considered good enough to be used for a study, the instrument was deemed reliable. The choice of Cronbach alpha is in line with Howith and Cranner (2011) who recommended Cronbach alpha as a proper statistical tool for determining the internal consistency of an instrument for a descriptive survey.

Findings

What the strategies are for sustain the success of educational management in Nigerian education system?

Table 1: Mean and standard deviation of the strategies for sustaining the success of educational management in Nigerian education system

S/N	Statement	Mean	SD
1	Adequate funding of Educational Management Department.	3.74	0.44
2	Proper supervision of education managers.	3.58	0.52
3	Recruiting highly able personnel into education management programmes by ensuring competitive salaries.	3.61	0.49
4	Extensive in-service training programme for education managers with incentive packages being built into the programme.	3.43	0.59
5	Establishment of college of educational management.	3.47	0.61
6	Integration of ICT into educational management studies.	3.46	0.51
7	Professionalization of educational management based on qualification bench mark.	3.45	0.67
8	Maintaining quality assurance in educational management.	3.30	0.64

9	Establishing a conducive environment for educational manager.	3.31	0.72
10	Avoidance of interference and bias in the selection of educational manager.	3.12	0.65

Table 1 indicates that the strategies for sustaining the success of educational management in Nigerian education system among others include adequate funding of Educational Management Department, proper supervision of education managers, recruiting highly able personnel into education management programmes by ensuring competitive salaries, extensive in-service training programme for education managers with incentive packages being built into the programme, establishment of college of educational management

Discussion of finding

The findings showed that the mean response ranged from 3.30 to 3.61 indicating that to sustain the success of educational management there has to be Adequate funding of Educational Management Department, proper supervision education managers, recruitment of able personnel into education management programmes by ensuring competitive salaries, extensive in-service training programme for education managers with incentive packages being built into the programme, establishment of college of educational management, integration of ICT Into educational management studies, professionalization educational management based on qualification bench mark, maintaining quality assurance in educational management, establishing a conducive environment for educational management and avoidance of interference and bias in the selection of educational manager. Sustaining the success of educational management will agree with Iniobong, and Patrick (2014) who advised that management of education should therefore be done in an efficient manner which would make education to be able to effect the inter and intra generational transmission of our cherished heritage and refine value systems for a sustainable economic system.

The way forward

The success in education no doubt lies in the management of education. Unfortunately, educational management has recorded many challenges that have limited its efforts in ensuring quality educational delivery. However, to harness the gains of educational management in education, the following forwards have been postulated:

1. Establishment of Educational Management Trust Fund aim at funding extensively Educational Management Unit.
2. Establishment of Quality Assurance on Educational Management to maintain professionalism of educational managers.
3. Ensuring qualification threshold for top educational manager.
4. Creating avenue for training of educational managers regularly.
5. Making ICT training integral part of Educational Management.

Conclusion

The strategies for sustaining the success of educational management in Nigerian education system are Adequate funding of Educational Management Department, Proper supervision education managers, Recruit highly able personnel into education management programmes by ensuring competitive salaries, Extensive in-service training programme for education managers with incentive packages being built into the programme, Establishment of college of educational management, Integration of ICT into educational management studies, Professionalization educational management based on qualification bench mark, Maintaining

quality assurance in educational management, Establishing a conducive environment for educational management and Avoidance of interference and bias in the selection of educational manager.

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