



## **NOVEL APPROACH TO CLASSROOM MANAGEMENT SKILLS TO REACH THE DESIRED GOAL OF EDUCATION**

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### **ABSTRACT**

*Management is a great skill in every field. Right from personal management to the big corporate management a special skill is required for any person or the board to make all work go with a desired outcome. Because of managerial lapse many good results are turned out to be a failure and especially in the teaching field a good class room management is highly essential to keep the education beneficial to both the students and the teaching staff. In fact a teacher plays several roles in a classroom set up. He or she operates as a leader, guide, philosopher, corrector, motivator, punisher, appreciator along the primary role of educator. There are frequent reports that suggest that teachers' drop outs are increasing in the lack of proper classroom management from the teacher side. Well, the teachers are under pressure especially in the modern days from every side. However, there are techniques that could be employed in order to decrease stress and to make the classroom atmosphere friendly and effective. This can be done only with the mutual help of both students and the teachers.*

### **INTRODUCTION**

Normally the intimacy between the students and the teachers is so great in the kindergarten or preparatory classes. As the students grow the intimacy is also declined and however, this could be made better if both students and the teachers work together with open hearts and minds.

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As mentioned in the beginning, Management skill is a key to reach a desired goal but there many areas to be managed even in the field of education as far as the classroom set up is concerned. For example, how a teacher would deal with a student who is a frequent late comer, how is she going to keep the class room happy and healthy, neat and tidy, keeps the lessons interesting and bridging the admin and the parental expectations with a fine line.

Moreover, every area of life has to be managed effectively and education is of no exceptions and therefore managing problems in the class room is highlighted in this article with behavioral skills and a prudent approach. Every student is so precious in the eyes of the parents and normally an expectation is also mounted on the teachers by the parents how they could treat the students. In fact, the students are the best judges of any teacher right from the early education and they normally report to the parents without fail and so an impartial treatment is always a must which can provide a healthy atmosphere. This article would focus on the common problems seen profoundly and would advocate for the possible solutions. Some practical examples are provided to substantiate the fact that the educational management is

### **Education – A perfect Tool for a Fruitful Life**

Education is a powerful tool for life and career. When Alexander the Great was born, his father Philip, was not happy simply because a bright son was born to him but because he was born when his teacher Aristotle was still alive. Aristotle taught him arts, science, history, martial arts geography and the maps concerned and equipped him as a perfect prince and later he became the number one conqueror of the world. It has the power to create and conquer when efficiently practiced. In fact, every teacher has a tremendous responsibility in shaping and mentoring the students in order to make him a useful and productive citizen of the world. Our present education set up advocates for the right of education to every child but still there are problems despite the fact it is the powerful to tool to change the world from savage culture to a decent heritage. Even though there are problems there are equally best solutions available to sort it out (Agba 2013).

### **Family background and the impact on studies**

Every family is unique and students from rich families aspire for quality education in the best schools. In order to get admission in a famous school the parents are ready to broadly open their wallets. Are all rich families are good? There could be problems of different kinds. Lack of love, extra marital affairs from parents' side, less care for the children, drunkenness, children raised by the baby sitters and paid workers despite the fact no lack of any resources either finance or material.



On the other hand, there are number of less privileged families. There is a lot of love but lack of money and resources. The student will not afford any good modern school if at all he gets admission he may not be able to provide the fee and being looked upon lowly and he cannot cope up with the fellow rich students because poor dress code, broken shoes and old books and unpressed uniforms. In fact the very aim of uniform in schools is provide an atmosphere that all students are equal (**Fantuzzo 2000**).

The teacher in this peculiar scenario has to maintain a pleasant atmosphere that all are equal. He should give equal respect and provide a serene surrounding to prove that education provides equality and justice to high and low and rich and poor. In students are the most powerful observers of a teacher and they learn each and every move from him and such good attitude is taught and practiced there he could establish a great deal of respect for each and every student who have come from any background (**Hanushek 2003**).

### **Teacher – Student Relationship**

Teacher – student relationship is something so unique because the prime time of the day is spent with the teachers and not only do they learn lessons from the teachers but also every behavioral move of the teacher. A little child will have a tremendous trust on her teacher than her parents as far as the lessons are concerned. Hardly does a little child would alter a lesson taught by the teacher by anyone else. Such great confidence is built in her mindset. Favoritism, impartiality, hatred and ill-treatment can easily damage such pure relationship and bring about a big scar on a student’s mind and therefore, impartiality, gentleness, due respect, sense of appreciation, attitude of motivation, and boldness of correcting and all from the teacher’s side will indeed provide a permanent place for the teacher in the tender heart of a student (**Skinner 1993**).

### **Parent – Teacher Relationship**

In these days teachers could watch in the private schools that many parents would come with a long list of complaints against the subject teachers are the class teachers. They normally go to the Administration block and launch their complaints against the teachers. There could be genuine complaints that the teacher must correct himself or herself or complaints those are silly and cannot be entertained. Many a time parents bring allegations for the peer who studies with their child. Children fight but later they become one which is their innocence the adults must learn from them.

More than two centuries ago, Abraham Lincoln wrote a letter to the teacher of his son whom he called a fine fellow at the end. “Teach him every enemy there is a friend “ “Far honorable to fail than to cheat” “Listen everything ----- but screen for the truth” and so on. Lincoln’s

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deep respect for the teacher is well portrayed but also his advice to the teacher is the golden bell to all teachers even today, that teaching is not simply the book oriented pumping of knowledge but looking for the behavioral uplift of every individual (**Zimmerman 1995**).

### **Learning Difficulties**

There are number of problems that the students face in the class room and the most often reported problem was the learning difficulties. This particular subject is based on the subjects concerned. Teachers and the parents would have observed that many students have difficulties in learning the Math subject. It is normally based the analytical area of the brain function and in places such students are getting special tuition classes to fix it. However proper guidance with certain techniques can overcome such issues. However in the High School or in senior secondary level where the students can have their own choice to choose the subjects where they could opt for the interesting subjects that could provide a free mental atmosphere for the students to go ahead with their education.

Moreover, difficult lessons and rough subject matters could also cause troubles in the learning process and here the teachers' role is quite crucial in order to make the lessons imparted. In fact, a teacher cannot pump anything into a student's mind rather he or she could minimize the lesson concerned or provide the weak students with an extract of the big lesson when she/she pays the individual attention on the students (**Partenio 1985**).

### **Skills and talents differ from individual to individual**

One thing should be remembered here that all students are not equal. One may be good at Math but another would be good at language. Some would admire history and another would be fascinated towards Science. Earth Science is of a great interest to some rather another might be good at fine arts or sports. Skills and talents vary from person to person and one is left without any skill but it is the moral duty of the teacher to bring it out to draw a guideline towards the students' future. Winning a student's heart is the mighty skill of a teacher and he would never forget such talented teacher in the whole of his life. One could remember that Thomas Alva Edison was a drop out from the school but his skills and talents illuminated the world with his amazing inventions and discoveries. His beloved mother did the faithful work of a teacher to bring out the genius hidden in him (**Ogbu 1993**).

### **Peer Discussion**

Many a time students will not open their learning difficulties with the teacher rather they would openly discuss the matter with their peers. Therefore, it would be better for a teacher to arrange a group or peer discussion session where they could exchange their ideas and the



difficult materials can be solved very effectively. In fact, student - student interaction is more productive especially the weak students are concerned because they could openly ask question and clear doubts with the clever fellow students without any fear or hesitation. It should be remembered that in such group discussion of this kind, students of all level should be mixed with and the teacher could go around to see observe how far the discussion is fruitful. The most difficult part could be discussed with the teacher and no superiority could be encouraged in such arrangements (**Ridley et al., 2000**).

### **The Economic Barriers that trouble Education and the teacher's Role**

The economic barrier is again a big concern for promoting education for many students especially in the developing or underdeveloped countries. This particular issue has resulted in the dropout of many students and lead to the problem of child labor. Not much fund is allocated as it is done for army and general staff salary. The UNICEF / UNDP and the World Bank has provided soft loans to many third world nations to solve such problems but still not much is done to develop this particular issue. But are some certain provisions of noon meal schemes in some countries that could solve the situation. Every nation must take it a challenging issue to provide educational facilities which is the fundamental right of each individual.

The teacher's role is quite important in this particular issue. When a student loses education in want of economic needs, this particular condition must be first observed, discussed, reported and he must look for possible solution that the concerned student or students won't lose educational lift up. The teacher must know the NGO's or any Voluntary organizations, Care Homes for less privileged to students to continue with the education. The teacher could work with the school management, Parent Teacher's Associations, Welfare clubs, Religious organizations, Local Social Workers and etc to help any individual to continue the studies. If the teacher is successful he becomes an efficient Social Worker in that particular situation (**Meehan 2013**).

### **Problem of over dependency**

This is quite normal in the pre-school level and mid primary level. Even though there would be caretakers for the little children those who work along with the teachers complaints from parents could be unavoidable. It should be noted that education stands for the overall development of an individual. Along with the primary education skills, the teachers would also inculcate possible self-dependency and self-reliance amongst the students. An atmosphere must be made that such attitude must develop gradually. There are brave hearts and also simple, powerful and timid, mighty and fearful. To find balance between such attitudes outside visits can develop this situation like visiting the local markets, community

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work, national service, First Aid Relief work, sales programs, reporting an event from the spot will all help. The Home Room teacher may work with the Sports Master to help this to make the students fit not only just in the field of education but also in every other field because schooling is a platform for the rest of life and the responsibility is to mentor a student to be a useful citizen in the society (**Murray 1996**).

### **More Number of students**

The size of the class room is really concern. The ideal classroom could be just 15 where the teacher could provide individual attention to each and every student and clear observations can be drawn easily by a teacher. Any weak student can be provided extra care to get the lessons understood easily. Such set up is well provided in the western nations who a reasonable state budget could cover up the needs of all students and this is not the same case in all countries. As mentioned earlier budget allocation is not sufficient to provide more teachers and more number of class rooms. What is the role of a teacher if he is placed in a remote area? There are teachers from International Organizations who have worked as volunteers have experienced remote areas where the class size is quite big which is contrary to their own nations but how to act in such situations?

More number of students can make a Noisy Class room is a big distraction to any teacher. Is it because the teacher is very loose or highly democratic? Has he really lost the class room control? Is he taking any actions against the disturbers? Does he bring back order in the class? Why the students are troublesome just in the class of such particular teacher? Which this particular class alone is too noisy? These are very common questions asked to some particular teacher or spoken about some particular class room. How the situation could be improved?

1. Any junior teacher could face such problems. Ask for help from an experienced teacher to provide strict advice.
2. Pick the most disturbing or noise making students and keep them away from the class.
3. Write a note on their school diary of their behavior and ask them to get signature from parents.
4. If still uncontrolled report to the administration.
5. Call for a meeting with the parents if they continue to be noisy and distracting.

Using Audio loudspeaker could help if the class room is noisy increase the sound of the loudspeaker box, when the number of student is more and the classroom size is small just

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bring the students outside the class room. Any teacher could see the bliss when the students are brought out of the class room as if released from a mini prison. Just divide them in groups. Provide them with a topic of concern and make them write down the main points from discussion. One thing must be noted, that the teacher is a facilitator who normally works with the students rather than a sole dictator. A pictorial projection can help understand more of the lesson provided and volunteers can read or present the findings. Though it is not a full solution it could help the unprivileged situation (**Sampson et al., 1993**).

### **Funding Difficulties**

Teachers would have seen some students sleeping during the lecture. There could be many reasons and a teacher shared his experience in this way. He used to punish a boy for sleeping during the lectures. Once he had been to a film show late in the night and found the same boy so vibrant selling soft drinks until 2 0' clock. The financial condition of that boy was so poor and so he stopped punishing him thereafter. Funds are necessary for everything and no school can run without funding. Proper flow of funds are very essential to run a school. In Private schools the funds are collected from the students as tuition fee, hostel fee for the inmates that normally includes boarding and lodging, bus fares for the day scholars, fee for books and the study materials and books, exam fee for the papers and mainly the capital fee that would be used for the staff salary and for infrastructure if loans are to be paid and so on. They totally depend on the income source from the students if not from the bank loans. However, the teacher, especially the class teacher or the Home Room teacher would be asked to monitor if the funds are paid by the students. In some schools the class teacher is fully responsible for the collection of fee and in very strange cases, it is observed if the required amount of fee is not collected the by the teacher the salary would be reduced as per the reduction in fee collection. This is a big stress borne by many teachers and some of them had left the profession and fit themselves into some other program. This typical issue has increased after the outbreak of Covid 19 as many people have lost their jobs due to the long period of lock down. This is an embarrassing moment of the teachers when they were forced to bear the imposition. Even though the online studies have helped many of the students continue with the education, the fee is demanded from the administration for they too need to pay for the big loans taken for the building set up and salary (**Pandey et al., 2003**).

The solution is expected mainly from the government's aid from the taxes. Even though there are relaxations for loan repayment and the provisions of funds given by the government sector in may developed and developing nations, the underdeveloped countries have suffered



so much and something else is to be done to meet out the urgent requirement. This is if fact a general phenomenon.

However, in a normal set up as mentioned earlier the private administration could support the teachers if they fail to collect from students by approaching the funding agencies or even providing ways and means for the students to apply for education loans if they are underprivileged and such provisions are available in many countries. NGO's could also sponsor teaching staff in order to fix such crisis (**Govinda et al., 2004**).

### **Problems between students**

Every class teacher would know that there are numerous problems arising in everyday school life. The normal problems are bullying, fighting, abusing each other, group making and separating an individual from the group, mocking over the other student, throwing reproach on the other students, mockery of the parents of the other student due to caste and community problems, segregating the others by means of economic disparity, Hiding or stealing the other person's note books, Secretly spoiling the books of the other during the exam time and so on. The major reasons for all such problems are due to envy, frustration, selfishness, sexual abuse and the lack of financial support (**Wagner et al., 2005**).

The teacher's role here is to be an advisor and judge. As an advisor he should call for the meeting with the students, if needed call for parents to address the problems or if the problem is serious he should arrange for clinical counselling where professional counsellor could deal the matter to bring solution. It is also necessary that the students with dispute, when meeting with the teacher would go in the same way but with reconciliation and peace. If the seriousness of the problems is great the Golden Rules of the school would and that would lead to punishments according to the degree of the error committed and that need to exhort others not commit such error was serious. However, the teacher's role is to make him understand that the punishment is not just to exile him from the rest but given out of the law of the school to maintain discipline. However, when the problem reaches beyond control, sadly a severe judgement of dismissal could be pronounced however at the advisory committee's recommendation. However in such situation, a thorough review could be analyzed before the verdict for the aim of not spoiling the future of a student (**Lane et al., 2005**).

### **Problems of Smoking and drug usage**

In the modern age, smoking and use of drugs have gone so much in many schools. Not only does this habit poisons the minds of the students but also the society. A smoker can simply damage a nonsmoker's lungs with the smoke from the cigarettes. Even though there are strict

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rules forbidding smoking habits in the public places, people smoke and sometimes students too smoke in the classes when the teacher is away. On the other hand there are agents who sell drugs close to the schools that spoils the student generation.

The school administration must take strict action against such habits and the police must be informed of the sale of drugs around the school areas. The teacher's responsibility is to monitor such abuse and clinical counselling or drug rehabilitation staff could work with the teachers to control such anti-social practices (Nasser et al., 2018).

### **Maintaining Orderliness in the classroom**

Not only does the school provide education but also discipline and order. E R Braithwaite in his story "To Sir With Love" has given a detailed account of the challenges he faced in a school at East London area. In his first entrance itself it was a jerk as a student by name Pamela rushed inside without understanding the teacher's presence. Hardly did he find anything orderly present. He worked hard and at the end he put everything in order. This did not happen all of a sudden as he had to work hard in order to win the student's confidence and his mission was so successful and at the end they presented him a box of lovely gift addressing "To Sir With Love"

Not just an authoritarian, but not too close, keeping up a distance but still nearby in the presentation of lessons, a good subject knowledge, willing to answer their doubts and questions will count for a better outcome from the students (Omotere 2011) .

### **Moral Education to promote Discipline in the class room**

For over two decades we come across the reports from news channels of the shootings now and then. This is really alarming as the parents, teachers and the students have security concerns in the school. In many cases, students involve in such heinous act for several reasons like, failure in the exams, dismissal from schools, break up of friendship from other peers, being separated from the rest and parental disputes. In fact parents have not much time to spend with the children due to work loads and the teachers are much concerned about the results. Lack of moral education and counselling result in such problems prevalent in the class rooms (Nelson 2002). Decades ago, the lessons would start after sometimes dedicated to spiritual and moral lessons where the core values of life and human integrity and peace would be presented. But many schools have dropped the idea of this moral lessons for many reasons but such lessons of moral values will certainly have some effect to keep the students' life going smoothly with the existence of love and peace. Hardly would there be any disturbance of bullying during the moral classes where the teacher could provide examples and parables of heroes and great people who have achieved wonderful things in life.

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## REACHING THE DESIRED GOAL IN EDUCATION

It is a simple question to ask “What is the aim of education?” Why do we study different subjects? Or what is the use of education? Is an educated person better than an educated person?

There can be so many answers to these questions from different perspectives like the search for knowledge and skills, understanding the world and its affairs, Keeping up ourselves with the transcending position and so on. But a simple answer is to be a useful citizen to the humanity. Schools and colleges produces millions of graduates every year. A great Tamil poet Thiruvalluvar quoted in his heroic couplet and the translation comes like this. Those who have gained more knowledge but still unable to fit into the society is simple. The schools imparts knowledge but the wisdom that must follow in order to implement the knowledge wisely. This particular role is there in the hands of the teacher to produce a useful general thought proper education accompanied by ethics, morals, discipline, friendliness peace and love and especially the love for the fellow human. Knowledge is power and there is no doubt about it but it must be used to lift the one who is suffering next to us. Such type of value education is indeed a desired one to be promoted in the class room along with the primary educational set up (**Pallegrino and Hilton 2021**).

## CONCLUSION

The need and the value of education has been presented here and the problems and the possible solutions also displayed in the article. The teacher’s role in different areas not only as the knowledge giver but also as a friend, philosopher and guide are provided with some practical examples. In fact, the students see, observe and judge a teacher’s performance and his behavior and they either tend to follow or to discard. As education stands for the overall development of a student a good product must come out from the school to present himself as a useful citizen to the humanity. The article has come to an end with the following points to remember that for an effective classroom management, teacher works for the students and with the students as well. Problems can be solved with the students’ opinions for a better solution. More responsibilities when delegated to the students they will be more supportive to the teacher and defend him/her as well. A fair treatment of all students will provide a graceful result while challenging issues arise. Involving students in different activities will lessen the problems to a great deal.

For achieving fine results, the student’s meeting fortnightly or at least once a month could be arranged and the reports from the parents should be taken into consideration for the a better result. Outside class room activities can boost up inside learning for study tours/ picnics could be arranged with a well-planned sketch where the student’s observation could be

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recorded and read. Skits, Dramatization, Demonstration with experiments will surely elevate the class room a happy site of learning. When the class room session is managed with all good learning skills and practical oriented atmosphere, there shines the teacher's as a good class room manager.

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