

SUBJECT: Educational Management & Administration-Elementary. (SC4)
Human Resource Management
Dept of Education
Dr Jessie George

I. TOPIC: Management of school discipline

Management of school discipline

Discipline in any institute forms a basic requirement. It involves adhering to rules, regulations, policies and norms of that institute. Following these helps in the smooth running of the various activities and responsibilities that the institute has to perform.

"Discipline" is applied to the punishment, that is the consequence of breaking these rules. Discipline set limits on checking behaviors or attitudes which are harmful or against school policies, educational norms, school traditions, etc.

The policies of any school have brought about an approach wherein the management and school discipline go together and remains the same, at all levels, and for all levels, at all times

Teachers find that their teaching takes a back seat if students' behaviour and discipline are affected.

Discipline requires knowledge, skill, sensitivity and self-confidence which comes with training, experience and practice.

Discipline is a part of the institutes management.

- At times disciplinary actions like suspension work as an opportunity to reflect and learn about consequences. This may help to instill collective values, and encourage behavior that is acceptable for the classroom.
- It is also important to recognize and understand the diversity of values within communities. This can help to build the required tolerance of different disciplinary techniques.
- We need positive correction to a questionable behavior within the classroom dynamic.
- Detention, suspension, or expulsion, can encourage learning and discourage future misbehavior
- Learning to own one's bad behavior can also contribute to positive growth in social emotional learning.
- It is important that a responsibility is instilled like in adults and the rules are cleared. It is important to retain the communication process and explain how everyone can succeed towards their goals.
- Steps for those who do not comply must be in the form of suspension etc. This can be a positive approach

- With experience and training it is important to analyse and own up the cause. It may be on either side.
- Negotiation and realization helps in such cases
- **Building empathy** which shows understanding the individual's reasons for maladaptive behavior and helping to alter their behavior works at times
- A positive effect on self-concept, attitudes, and locus of control are seen , but effects on behavior are inconclusive (Emmer and Aussiker).
- The improvement should be noticed within the student, his academic performance, and the personal and professional growth.
- It is important to have a strategy to prevent violence and promote discipline

The effect of a good discipline results in

- a positive outlook,
- rule abiding
- achieving results through positive means,
- self motivated to develop self discipline and
- internalize positive values

There is a high degree of coordination and concerted effort among all present in an institution to develop strategies and solutions with respect to student issues.

What is needed is to

- Be Organized.
- Deal with Problems Right from the Start. ...
- Have Good Control Procedures. ...
- Teach the Procedures Well. ...
- Keep every person Engaged. ...
- Supervision is necessary
- Develop a Rapport with every person
- Be Professional.

Detention, Counseling, Suspension, Expulsion, Restorative justice should play a role in the most extreme case

All disciplines are brought forth for providing a safe and comfortable learning environment resulting in building a good character.

Managing discipline and disciplinary actions have always been identified as a serious problem in any educational system. Establishing an effective discipline and behaviour management system within an institution isn't always easy as it has to consider the opinions of students, teachers, administration and other related departments while making the final decision.

(Please refer to the following websites and others too)

- https://www.edb.gov.hk/attachment/en/teacher/student-guidance-discipline-services/principles-guidelines/guidelines-on-student-discipline/8_chapter%206.pdf
- https://en.wikipedia.org/wiki/School_discipline

Write notes on Issues of school discipline

When is it required, how

What could be the solution

What is the concept of 'A Whole School Approach to Discipline')

Dr Jessie George

jessiemodi@yahoo.co.in

9431017840