CHAPTER VI

CONCLUSIONS AND SUGGESTIONS
Educational administration has become one of the most significant and dominant ramifications in the field of Public Administration. The contemporary era has evoked for the concept of institutionalization of agencies of literacy and consequently there has been emergence of various educational institutions, which took the shape of double-edged swords to weedout the social evil of illiteracy from the traditional bound social system especially a developing country like India. The task of managing these educational institutions is being undertaken by both Central and State governments, private agencies and more particularly and challengingly by local bodies. While on one side when primary education is put in the State List the secondary education is in Concurrent List and the local-self governments are placed as a State Subject. Even then, the local bodies are trying to cope up with these limitations and trying to have the opportunity of undertaking this task of promotion of literacy through establishing primary as well as secondary schools both in rural as well as urban areas. Among the urban local bodies, more specifically the municipalities have been exhibiting much concern in the field of education by employing various categories of teachers and other personnel for the successful fulfillment of the objectives entrusted to it. The laudable point in respect of these municipal bodies are when there are State government agencies to impart and spread education to all areas and the local bodies are to a great possible extent meant for providing civic amenities these as an integral part of the latter have taken a leap even in the task of expansion of education. Thus, educational administration become an integral and day-to-day business of Municipal administration in Andhra Pradesh as well as in Nandyal municipality.
Education, indeed has undergone some changes both in its approaches and contents. The need of the hour is that these municipal bodies must impart that latest standards of education to the children to suit their necessities and the schools managed by the municipalities must also raise to the level of standards where there should not be any gap between the education provided at cosmopolitan cities and at the municipal areas.

Education in modern times is not merely a service but an industry as well. However like other industries it does not produce something abstract but generates educative citizen of future, and nation builders on whom the destiny of the nation rests. At present the demand for more and more schools in Nandyal municipality is pleaded in view of growing size of its urban population. Hence the economics of education and the administration of its present schools require a more scientific treatment and a better understanding of the problems keeping in view the working and performance of the existing educational institutions in Nandyal municipality and future requirements.

Lastly, it is apt to state that the impact of educational administration on the working of primary schools in Nandyal municipality is not adequately considerable. The issues discussed in this chapter with regard to educational administration need ready treatment because it requires improvement both qualitatively and quantitatively. Hence, the suggestions made in this dissertation and their prompt implementation by the concerned would certainly go a long way in systematizing the educational administration of Nandyal municipality and
further enable its primary schools to work with a noble commitment, performance orientation and academic spirit.

**NEED TO IMPROVE THE BUSINESS OF THE MUNICIPAL COUNCIL**

An examination into the behaviour of the councillors as a policymaking body revealed that they have failed even to observe the minimum democratic norms. Personal interests dominated in the decision making process and there was virtually a vertical division for sharing of spoils among the members or ruling groups especially with regard to educational administration. Due to this no decision could be taken on the basis of its merit and extent of its benefit to the students, teachers and also non-teaching component. This is also true in the case of making appointments, transfers, promotions and also punishments.

Hence, it is necessary that the business of the council could be improved to some extent to make it a truly democratic and representative body. Firstly, the proceedings of the council must be recorded and kept for the perusal of the public, which would not only make the public aware of the happenings in the council in general and with regard to educational administration in particular. This would also enhance public interest towards the developments in educational administration that are going on and make the councillors responsible and answerable to these developments which otherwise may the smooth functioning of educational institutions of the municipality. Wide publicity must be given in the local news papers about the annual inspection reports, performance reports on the
actual working of these schools so that the public may be in a position to understand the working of the schools in actual sense.

MUNICIPAL SCHOOLS AS TRANSMITTING AGENCIES

An insight into the objectives and working of the Nandyal municipal schools at present reveals that these schools are just existing for the name sake of imparting primary education but never took any sort of commitment to act as formal agencies to transmit cultural values to the society. A school is a place of learning and more than, a transmitting agency of cultural values of the society to the people by taking critical view of them. In a democratic country like India the responsibility of schools run by municipalities which are established especially in urban areas, must expose themselves to the rural people by spreading advanced culture to them.

MUNICIPAL SCHOOLS - AS SOCIETY BUILDERS

The place of any schools is highlighted by glorifying them as agencies to undertake a comparative study of other societies and try to extract the positive characters and place them before the society in which they are existing. This role is not at all played by the municipal schools in general and in Nandyal in particular. Hence, it is necessary that the municipal schools in Nandyal must be made as agencies of social studies and society builders. The state government, the municipal authorities and the persons at the helm of affairs of educational administration must see that the curriculum and the activities of these schools are
directed in this direction also along with imparting of education to the children to achieve social interaction.

EDUCATIONAL ADMINISTRATION: NEED FOR ORGANISATIONAL RESTRUCTURING

The educational administration and organization structure of primary education clearly revealed that it is fraught with various lapses. The prima-facie lacuna is in the entire organizational structure of Nandyal municipality there is no single officer who is a specialist in the field of education to look after various problems of the schools, teachers and students. There is no person who can exercise efficient supervision and control over the municipal schools in Nandyal municipality. The Municipal Commissioner is the chief executive officer and he is bagged down with heavy work in looking after the execution of various policies made by the council and to supervise all the subjects. In the case of other subjects like health, sanitation, engineering, town planning etc., there are officers exclusively appointed for the purpose. But whereas the subject of education is left without any competent officer and the Municipal Commissioner himself is left with looking after the educational administration of all the primary schools. As a result he is not in a position to exercise effective control and supervision over these schools. At least a visit once in every month is necessary for effective supervision but it is revealed that while there are primary schools in Nandyal municipality the Municipal Commissioner is not in a position to visit on an average once in a year.
LACK OF SPAN OF CONTROL

The present study revealed that there is lack of span of control at the Municipal Commissioner level who is the only officer responsible to look after educational administration in Nandyal municipality. Hence, it is necessary to reduce the span of control at Municipal Commissioner level by creating one cadre of Municipal Educational Officer and inspectors of schools to have effective supervision and control over the schools and they will be placed under the control of Municipal Educational Officer.

PRIMARY EDUCATION–PROBLEMS AND SUGGESTIONS

ENROLMENT–A PRIMARY CONCERN

Enrolment is the strength and status of any municipal school. The study reveals that the enrolment factor depends upon the availability of the children who have attained the school going age. The parents must be properly motivated to see that they admit their children in the schools. The teachers of the schools concerned of that particular ward must give orientation to the parents and awaken literacy consciousness among them. Further, every individual teacher must be fixed a target of number of admissions in each year. This would certainly enhance the strength of the schools with good enrolment.

NEED TO CONDUCT LITERACY DRIVE CAMPAIGNS

Inculcation of aptitude for education is one of the important tasks of municipal authorities and concerned teachers to make educational administration
more successful. So far, this sort of attempt has not been done by the Nandyal municipal authorities or by the teachers. Hence, it is suggested that the only best way to achieve this is to conduct literacy drive campaigns every year and give wider publicity through newspapers, radios, televisions and through meetings conducted at every municipal ward by involving all the people irrespective of political parties. It must be a mass movement that should be taken up by Nandyal municipality in this respect.

ATTENDANCE- A STRONG PILLAR

Good rate of attendance in the schools is like a strong pillar to the classroom as well as to the school. But the study reveals that the rate of attendance is all the primary schools is not satisfactory and it was never 100 percent. Compared to boys it seems the girl’s attendance was little fair.

Hence, it is suggested that the responsibility of encouraging attendance among the students lies both with the parents and also the teachers. The parents must keep a close vigilance over their children who are found perverted in their attitudes towards education. The parents and the teachers of the concerned classes including the Headmasters must attract them towards school atmosphere and motivate them to develop school going habits and maintenance of regularity in attendance particulars in each class must be maintained and the concerned class teacher must be asked to keep in constant touch with the parents of the respective students and ascertain the reasons for their absenteeism and suitable measures
must be evolved to cut down this kind of irresponsibleness among the students towards the class room.

TEACHER-STUDENT RATIO

As the study reveals that the concept of teacher-student ratio has great significance in the control and managing of students and also keeping personal watch over the students. But all the Nandyal municipal schools have violated the officially accepted teacher-student ratio 1:40. Commencing from our study year till to date there has been increase in the ratio 1:40 above.

Therefore it is suggested that necessary steps must be taken to maintain Teacher-Student Ratio at an optimum level. More schools and more sections in each school must be opened to copeup with the increasing number of students and reduce the strain on the already overcrowded schools and over burdened teachers.

NEED FOR ADEQUATE NON-TEACHING STAFF

It is felt that the non-teaching and subordinate staff are as important as teaching staff because they are the supporting pillars to the academic programme. It seems there are not even single record assistant in the elementary schools and no adequate number of conductresses who can assist the children. Further there are no watchmen to protect the property of the schools and records.

Hence, it is suggested that there must be maximum one record assistant in each primary school to assist the Headmaster to look after the entire
administration of the school. Each school must have one conductress and one watchman to support and provide auxiliary service to the teachers and students.

WASTAGE AND STAGNATION

The study reveals that high incidence of school dropouts and stagnation resulted in recurring wastage of money, men, materials and machinery year after year. The lazyness, delinquency and hooliganism all these are the products of high incidence of school dropouts. Further, it is revealed that these schools have been affected by the problems of wastage and stagnation to a great extent. Wastage is nothing but premature withdrawal of children from school at any stage before the completion of the primary course. Stagnation is the retention of a child in a class for a period of more than one year. There are due to many social and economic of the parents and the temptation of the parents to engage their children in some remunerative enterprise because of economic backwardness.

Hence, it is suggested that the wastage and stagnation must be eliminated by taking necessary steps. No doubt, with the introduction of non-detention system during the year 1971 the problem of stagnation at the high school level has been solved. Further, there is a need to devise specific means of absorbing children into schools and stimulating healthy conditions to them with a view to retain them in the schools. Otherwise, this problem remains unsolved.

As suggested by Kothari Commission (1964-66) ungraded units must be started to check wastage and stagnation. This will help to individualize instruction by permitting every child to progress according to his own pace. Steps should be
taken up to provide free books and writing materials to children. As earnest and devoted teachers can, to a large extent, overcome these obstacles.

**FIXATION OF RESPONSIBILITY**

One of the right reasons for the failure of the schools in their performance in examination and wastage and stagnation of students is that there is no fixed responsibility on individual teachers. As such there is also no group responsibility. When a particular school failed to give good results the concerned teachers and the Head Masters are not properly put under responsibility. Consequently, no teacher is investing any personal attention on the pupils.

Hence, it is suggested that fixation of minimum standards and passing must be imposed on each Head Masters, concerned subject teachers. For any lapse on any side must be properly asked for explanation and further reminded of their responsibility by issuing some memos etc.

**INADEQUATE CONTINGENT GRANT**

The financial assistance provided by the State government is most inadequate and untimely to meet its minimum requirements. All the Head Masters of these municipal schools have expressed their great feeling and protested against this very meager amount. As the contingent grant is more inadequate, it is revealed that most of the Head Masters are spending their own money for the purchase of stationary like white papers, chalk pieces, dusters and registers etc. The expenditure incurred in Nandyal municipality for education
subject has been increasing gradually. The total grant sanctioned by the
government in respect of contingency and maintenance grant is highly inadequate,
and the grant is not proportionate to the expenditure. Hence, it is suggested that if
the municipalities are to be properly encouraged in the promotion of primary
education the state government should increase the contingent grant and
maintenance grant to a moderate extent and release the same well in advance.

In addition to the above suggestions the Nandyal municipality and the
teachers and the related officers must also take into consideration the following
suggestion to make the educational administration of Nandyal municipality more
effective. They are,

a. There is a greater need to have good relations between the Head Masters
   concerned and the teachers of the school among to the teachers. They must
   have espirit-de-corpse and group responsibility in making the school
   administration more effective and performance oriented

b. The provision of deputing the competent teachers to foreign countries
   under educational and cultural exchange programmes must be provided
   every year in order to expose them to develop teaching methods applied in
   foreign countries an adopt the same in their schools after their return.
   Every year at least one from each district must be selected under this
   programmed to visit countries like Canada, United States of America,
   Germany, Japan etc,

c. Educational and study tours play a vital role in exposing the students to
   other environments and this will help in a way to the learning process.
State-to-state tours must be arranged every year for every school and give the students coaching outside classroom. This would also improve interest and motivation among students.

d. It is also noticed that these schools are not equipped with first aid and firefighting facilities. Hence, it is necessary to provide these facilities to treat and protect the children from various unforeseen accidents, and

e. Orientation program is to be conducted to the teachers.