

## CHALLENGES OF HANDLING DIFFICULT TEACHERS IN SCHOOL FOR EFFECTIVE SCHOOL MANAGEMENT

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### ABSTRACT

This study has investigated the challenges of handling difficult teachers for in school for effective school management. The study employed both quantitative and qualitative research approach. The objectives of the study were to establish the characteristics of difficult teachers in schools. Find out the challenges difficult teachers pose to the school administrators and to highlight the remedial measures of handling difficult teachers in secondary schools in Morogoro Municipality. Instrument used to collect data which its reliability test yielded the cronbach coefficient alpha of 7.35 as employed. The findings were that the head teachers agreed that there are difficult teachers in their schools. Those teachers are lazy and do not complete work on time, delay work or accomplishment of work, speak negatively, the leaders face challenge of lacking skills and knowledge to handle them. the measures for handling such difficult teachers are to provide them the responsibilities, accept them as they are, counsel them individually and in peer, assess whether your reaction is excessive, confront them, let them understand your intention as a leader, consult other players, report to their higher authority. The study recommended that; The government should introduce training program for the school heads on conflict resolution so as to handle difficult teachers in secondary schools. Quality assurance services should have a section of handling difficult teachers so that they are made to implement curriculum effectively. Teachers commission services (TSC) should be improved on their responsibilities so as to mentor teachers in schools for reducing difficult behaviour.

**Keywords.** Difficult teachers, Challenges, Education Management.