

1-1-2010

## Teacher Factors In The Implementation Of Universal Basic Education Programme In Junior Secondary Schools In The South Senatorial District Of Delta State, Nigeria

E.D. Nakpodia

Follow this and additional works at: <https://scholars.fhsu.edu/alj>



Part of the [Educational Leadership Commons](#), [Higher Education Commons](#), and the [Teacher Education and Professional Development Commons](#)

---

### Recommended Citation

Nakpodia, E.D. (2010) "Teacher Factors In The Implementation Of Universal Basic Education Programme In Junior Secondary Schools In The South Senatorial District Of Delta State, Nigeria," *Academic Leadership: The Online Journal*: Vol. 8 : Iss. 4 , Article 62.

Available at: <https://scholars.fhsu.edu/alj/vol8/iss4/62>

This Article is brought to you for free and open access by the Peer-Reviewed Journals at FHSU Scholars Repository. It has been accepted for inclusion in Academic Leadership: The Online Journal by an authorized editor of FHSU Scholars Repository.

# Academic Leadership Journal

## INTRODUCTION

The idea of universal Education was first mooted in 1955 when the universal primary education scheme was inaugurated by the government of Western Nigeria. The Eastern Nigeria government launched its own universal primary education in 1957. In Northern Nigeria, education was provided free by government in a bid to make children attend school (Adeyemi, 2007). Thus, at its onset, the universal primary education scheme had been undertaken by regional government. There was no Federal Government intervention until 1976 when the universal primary education (UPE) was launched to cover the whole country.

The period of Universal Primary Education (UPE) marks the unprecedented growth at all levels of education – primary, secondary and tertiary education in Nigeria. The Murtala Mohammed/ Obasanjo military regime launched the UPE scheme in October 1976. The regime made primary education programme free. Universal Basic Education (UBE) is actually an expansion of UPE. Instead of ending it in primary 6, it now extended to the first three years of secondary education which is Junior Secondary School.

In 1990, a world conference on education was held in Jomtien Thailand, which was popularly called Education For All (EFA), the outcome of this world conference on education was to be adopted by all countries in a bid to reduce drop out and illiteracy rates in every society. For Nigeria to be in line with this recommendation, the Universal Basic Education programme was launched by the federal government on 30<sup>th</sup> September, 1999 in Sokoto with Obanya as National Coordinator (Federal Ministry of Education, 2000).

The objectives of the Universal Basic Education include among other things, the provision of universal access to basic education, the provision of a conducive learning environment, eradication of illiteracy as well as the ability to communicate effectively. The objectives also include laying of sound basis for scientific and reflective thinking, development of sound attitudes, giving every child the opportunity of developing manipulative skills that would enable him or her function effectively in the society (Babalola, 2000). Since the Universal Basic Education scheme includes the Junior Secondary Schools, the National policy on Education stipulated the objectives of Junior Secondary Schools to include effective thinking, communication skills, making of relevant judgment, making the pupil a useful member of one's family, understanding basic facts about health and sanitation, understanding and appreciating one's role as a useful member of the country (Babalola, 2000). These objectives are more likely achieved in Junior Secondary Schools than at the end of the six years primary school level. For Universal Basic Education or any educational programme or policy or innovation to be translated into reality and success, it must reach the classroom, the heart of teaching. Teachers, in our present day reality hold the key – They can either unlock the classroom door for the programme, if they are well disposed to and enthusiastic about it or slam the door against it, carrying on as if nothing has changed, no educational planner should underrate the teachers' factors in any programme before it takes off (Ijaiya,

1997). There is great need therefore to carry out this study so as to find out whether Universal Basic Education has been implemented or not in Junior secondary schools in the south senatorial district of Delta State.

### **Research Questions**

1. Do the urban teachers implement Universal Basic Education programme more than the rural teachers in Junior Secondary Schools in the south senatorial district of Delta State?
2. Do the more experienced teachers implement Universal Basic Education programme more than the less experienced teachers in Junior Secondary Schools in the South Senatorial District of Delta State?
3. Do professional teachers implement Universal Basic Education programme more than the non-professional teachers in Junior Secondary Schools teachers in the South Senatorial District of Delta State?

### **Research Hypotheses**

1. There is no significant difference between urban and rural teachers implementation of Universal Basic Education programme in Junior Secondary Schools.
2. There is no significant difference between the more experienced and the less experienced teachers implementation of the Universal Basic Education programme in Junior Secondary Schools.
3. There is no significant difference between the professional and non – professional teachers implementation of Universal Basic Education programme in Junior Secondary Schools.

### **Review of Related Literature**

Universal Basic Education is a programme aimed at addressing problems of access, quality and equity in primary and junior secondary schools. It is a 9-year educational programme of six years duration for the primary segment and three years of junior secondary. These two levels of basic education are universal free and compulsory for all Nigerian children aged 6-15. The Universal Basic Education programme also stimulate learning from the early years of 3 – 5+ which is called early child care development and education (ECCDE) (Universal Basic Education Training Manual, 2000).

The Federal Government of Nigeria's implementation Blue print of Universal Basic Education (2000) defines Universal Basic Education as the foundation of sustainable life long learning. It provides reading, writing, and numeracy skills. It comprises a wide variety of formal and non-formal educational activities and programmes designed to enable learners acquire functional literacy.

Quoting (Obasanjo, 1999:49) "The Universal Basic Education programme is almost the same as the old UPE scheme, free and universal like before but in addition now, it will be compulsory". He further explained that the new programme would extend to all children from age six to fifteen years and embrace both primary school and junior secondary school education.

In the work of Aluede (2006), *universal* will mean the whole people with out exception. Basic will mean that on which anything rests. It is the root or bottom or the foundation from which other parts gets

support, while education will be interpreted to mean the act of bringing up or training of a child through instruction and in the process bring about the strengthening of his powers of body and mind to be able to understand his culture.

The National policy on Education 2004, section 3, defines basic education as a type of education comprising 6 years of primary education and 3 years of junior secondary school. The policy stipulates that education shall be free and compulsory. This scheme shall include adult and non-formal educational programmes at primary and junior secondary school levels for both adults and out of school youths.

### **The Teacher and Universal Basic Education**

The importance of the teachers in any educational programme cannot be over stressed and in the Universal Basic Education programme. The success or failure of it will depend upon the teachers because of the nature of the programme.

The number and quality must be meticulously planned to ensure adequacy of the teachers quantitatively and qualitatively. Aghenta (2000). Further stressed that as a result of the comprehensive Universal Basic Education programme the usual one teacher for a class/ arm will not be enough.

(Adamaechi and Romaine, 2000:4) are of the view that the short supply of teachers led to the employment of “Market Women” half barked individuals. This view reinforced by Ezeocha (1990) as reported in the work of Odo (2000) noted that the crash programmes of the UPE attracted the wrong caliber of people into the teaching profession – people who neither had the make up nor commitment to do the job.

Nevertheless, in spite of such crash programmes and subsequent recruitment of mediocres sub-standard teachers, teachers were still grossly inadequate. Dareng and Attah (2000) quoting (Lassa, 1996) said teachers are nation builders and as such their training will equip them for laying a solid educational foundation right from the primary level.

### **Location**

Anyaegbu et al (2004) opined that rural education is the key to rural development and an essential building block of national development; that poverty cannot be eradicated without eliminating illiteracy among the rural populace and raise their level of knowledge. Abidogun (2006) emphasized rural areas as having greater challenges concerning educational development than the urban centers, due to the peculiar socioeconomic and institutional structures of the rural areas. Some of these challenges according to Anyaegbu (2003) are:

- Lack of Zeal and interest by teachers due to poor and delayed salaries and poor condition of work.
- Frequent strike actions by the teachers.

Based on these (Abidogun, 2006) reports that many teachers therefore reject posting into the rural areas while those that do, treat their presence in such areas as part time assignment. (Edho, 2009) said that some of the constraints that affect the success rates of the Universal Basic Education programme in the rural communities is teachers inadequacy and their unwillingness to be posted to

rural communities.

Arubayi (2005) complains also about the walking distance of pupils to school, that it affects their performance and overall success of the Universal Basic Education in the state. He added that the distance travelled has some relationship to school attendance, punctuality and absenteeism to school and that some schools in the state are located so far from pupils as they travel more than 5 kilometers to get to school.

Certain factors affect the distribution of teachers in schools, these include: gender, social status, qualification, area of specialization, government policy, cultural and religious belief (Oghuvbu, 2007) (Okoro, 2005). It is a common practice that married female teachers serve in their husbands stations. These affects even distribution of teachers. Rural schools suffer more from this gender influence on teachers distribution. (Ikoya, 2008), since most married women serve in urban schools. Parents complain of poor quality instruction especially in rural schools. Qualitative instruction resulting into qualitative education can only be achieved through even distribution of available teachers.

## **Experience**

Enueme (2002) is in the line with UNICEF recommendation that child friendly school is influenced by the teachers teaching experience that those with high teaching experience accepted the UNICEF recommendation for child – friendly school, more specifically, she said the acceptance level of teachers with 26 years of experience and above is highest. Adamaechi and Romaine (2000:7) feel it is very wrong to isolate planners from those who will implement the programme and advocate that experienced teachers be given the opportunity to help in the planning and implementation phase for the Universal Basic Education to succeed.

Imogie (2000), believe that if Universal Basic Education makes it compulsory for teachers to be involved in in-service training, workshop of different kinds in related areas and conferences, national and international, they will update their knowledge and expand their scope of experiences, as this experience in turn will benefit the students.

Mkpa (2000) also thinks mentoring is very efficient and cost-effective approach to staff development. The less experience teacher who is attached to the mentor consults the later, on all matters, and is properly guided in her professional activities. Enoch and Okpede (2000) opinion is that teachers who are in the field are expected to implement the Universal Basic Education scheme and have been trained for different educational purposes, so that when they are required to implement this new scheme, can hardly cope because they lack experience.

Uwameiye and Osunde (2000) worry over the fact that teaches who constitute part of the stakeholders and primary implementers of the programme cannot conceptualize what the Universal Basic Education programme is all about and do not posses the training for the implementation of Universal Basic Education programme. They therefore implore the government to encourage in -service training.

## **Professionalism**

Adebimpe (2001) opined that for the Universal Basic Education to succeed, adequate provision should be made to produce sufficient qualified teachers and make them relevant within the limit of their area of

specialization. Coombs (1968) as cited in Nwagwu (2000) had emphasized the importance of teachers in the education enterprise. He said that teachers next to students were the largest and most expensive inputs. They are required in large numbers but there is also the critical need to have the right quality.

Odo (2000) says that in a bid to meet up with the increased demands for teachers, government may recruit those much less qualified to teach. As a matter of facts, this is already happening in the system. At present, some non-professionals are being specially employed for the purposes of the Universal Basic Education scheme with the hope that quick orientation / training will be given to them after which they will serve as teachers under the scheme. The implication of this is that teachers will either be over – loaded, or they may not be of the right caliber in terms of training and experience.

It could appear that the administrators have opted to recruit and hurriedly train emergency teachers. Nwangwu (2000) is of the opinion that organizers and managers of the Universal Basic Education programme phase the implementation and respect the policy's decision in the National Policy on Education that NCE should be the minimum qualification for teaching.

The National policy on Education (Federal Republic of Nigeria, 2007: section 63) stipulates that the minimum qualification for entry into the teaching profession at any level in the Nigerian school system should be the Nigeria certificate in Education (N.C.E.).

However, the NCE teachers have limited subjects' specialization where the teacher trainees are trained in two basic teaching subjects.

Mkpa (2000) thinks the mistake of the past must not be repeated in this new dispensation where quality of teachers recruited for the programme was grossly defective since the quality of teachers is a major determinant of the degree of success of the Universal Basic Education. Ogunu (2000) laments the rate of many teachers in our school still teaching courses without any specialized knowledge and skills in the subjects.

### **Related Works to the Present Study**

As far as the provision of human and material resources are concerned, Adebimpe (2001) in his work opined that for Universal Basic Education to succeed, adequate provision should be made to produce sufficient qualified teachers and make them relevant within the limit of their area of specialization. Salaries need to be paid as at when due because it serves as a motivation factor towards productivity.

In a related work, Ijaiya (2007) acclaims that the real implementers of Universal Basic Education programme are the teachers. She says that teachers are important in their implementation of the programme. That it has been sufficiently demonstrated in Nigeria that no amount of planning or funding will ensure the success of Universal Basic Education unless teachers implement it effectively in schools. Her stand being that most of the discussions about teachers have centered on number rather than quality or the welfare of teachers.

Notwithstanding the laudable objectives of Universal Basic Education, Enueme (2002) reported that one of the several limitations to the implementation of the programme was the long absence of an enabling law since 1999 when the programme was launched. He argued that the effect of this long

delay is the refusal of the government to employ teachers for the programme.

Since its inception in 1999, available infrastructural activities, teaching and learning materials as well as qualified teachers are perhaps grossly inadequate in schools.

Ogbuka (2000) reported for instance that out of 21 million children of primary school age in 1996, only 14.1 million were enrolled in schools. The completion rate was 64.1% while rate of transition to the junior secondary school was 39.8%. According to him, the situation in Junior Secondary Schools was not better. He said out of the total population of 7.2million children of 12 to 14 years old in Nigeria, only 2.4 million pupils were enrolled in school. This was manifested at the sight of so many children of school age roaming the streets in many Nigerian cities during school hours.

## METHODOLOGY

**Research Design** – The research design used in this study is an ex-post facto design employing the descriptive survey.

**The Population** – The population of this study is made up of 2,040 teachers in 120 Junior Secondary Schools in the South Senatorial District of Delta State.

**Sample and Sampling Technique** – A total of 120 Junior Secondary Schools in the South Senatorial District of Delta State were randomly selected from the population. The sampling technique is stratified random sampling. Samples of 10% of the teachers were selected from each Local Government Area. As a result, sampled teachers were 205 out of 2,040. Table 1 shows total number of teachers in the South Senatorial District of Delta State and 10% of sampled teachers in their male and female proportions.

**Table 1: Sample size according to L.G.A.**

L.G.A	Total no. of teachers	Male	female	Teachers sampled
Isoko North	256	12	14	26
Isoko South	258	13	13	26
Bomadi	230	13	10	23
Patani	246	12	13	25
Burutu	246	15	10	25
Warri North	268	14	13	27

Warri South	284	12	16	28
Warri South West	252	10	15	25
Total	2,040	101	104	205

**Research Instrument** – A structured questionnaire consisting of 24 items was constructed. The questionnaire is grouped into section A and B. Section A is the teachers’ background information while section B is the 24 itemed questions constructed on a 4 point Likert rating scale. Respondents respond as: Strongly Agreed (4), Agreed (3) Disagreed (2) strongly disagreed (1).

**Validity of the Instrument** – The questionnaire was validated by the researcher and other experts in Universal Basic Education (UBE) who critically examined the face and content values of the instrument. They made necessary corrections for the improvement of the instrument.

**Reliability of the Instrument** – In this study, the test re-test method was used to determine the reliability of the instrument. Test re-test reliability is concerned with the internal consistency of an instrument. The method has the advantage of being administered twice to one group of respondents. The 24 item questionnaire was administered to some teachers in junior secondary schools in the South Senatorial District of Delta State out side the sample of the study. The two data collected were tested and correlated by applying the Pearson product moment correlation coefficient “r”. A reliability coefficient of 0.90 was yielded, which shows that the research instrument has a high internal consistency.

**Administration of Instrument** – To ensure high percentage return of the research instrument, the researcher administered the questionnaire personally to the respondents and retrieved them instantly. This was repeated to the same respondents after one week.

**Method of Data Analysis** – The research questions were analyzed using the mean, while the z-test was used to test the hypotheses at 0.05 level of significance.

## PRESENTATION OF RESULTS

The analysis and presentation of results are organized around the research questions and null hypotheses formulated in this study.

### Research Question 1

Do the urban teachers implement Universal Basic Education programme more than rural teachers in Junior Secondary Schools in the South Senatorial District of Delta State.

**Table 2: Analysis of implementation of UBE programme based on location of teachers**

Group	N	X	Level
-------	---	---	-------

Table 2 shows that urban teachers do implement Universal Basic Education programme more than the rural teachers. This is

			<b>X</b>	
Urban Teachers	105	8665	82.52	High
Rural Teachers	100	3000	30.00	Low
Total	205			

as a result of the urban teachers' mean of (82.52) which is higher than the mean of the rural teachers (30.00).

### Research Question 2

Do the more experienced teachers implement Universal Basic Education programme more than the less experienced teachers in Junior Secondary Schools in the South Senatorial District of Delta State.

**Table 3: Analysis of implementation of UBE**

**programme based on teachers' experience**

Group	N	X	X	Level
More Experienced teachers	77	4594	59.66	High
Less Experienced teachers	128	7190	56.17	Low
Total	205			

The result of table 3 shows that the more experienced teachers do implement Universal Basic Education programme with a mean of (59.66), likewise the less experienced teachers with a mean of (56.17) in almost equal manner.

### Research Question 3

The third research question states that do professional teachers implement Universal Basic Education programme more than the Non-professional teachers in the South Senatorial District of Delta State.

**Table 4: Analysis of implementation of UBE programme based on teachers' profession**

Group	N	X	X	Level
Professional Teachers	158	9290	58.80	High
Non- Professional Teachers	47	1950	41.49	Low
	205			

From the presented result in table 4, the professional teachers do implement Universal Basic

Education programme with a mean of (58.80) more than the Non- professional teachers whose mean is (41.49).

## HYPOTHESES TESTING

**Hypothesis 1** – There is no significant difference between urban teachers and rural teachers' implementation of Universal Basic Education programme. The mean scores of the two groups was subjected to z – test analysis. The result is presented in table 5.

**Table 5: z-test analysis of the implementation of UBE programme based on location of teachers**

Group	N	X	X	DF	LEVEL	Z CAL	Z CRI	DECISION
Urban teachers	105	8665	82.52	203	0.05	0.59	1.96	Not Significant
Rural teachers	100	3000	30					
Total	205							

The result presented in table 4.6 shows that there is no significant difference between the urban and rural teachers implementation of Universal Basic Education programme. This is because the z calculated (0.59) is lesser than the z-critical 1.96. This implies that the hypothesis is accepted.

**Hypothesis 2** - There is no significant difference between the more experienced and the less experienced teachers implementation of Universal Basic Education programme. The mean score of the group was subjected to z- test analysis. The result is presented in table 6.

**Table 6: Z-test analysis of the implementation of UBE programme based on teachers' experience**

Group	N	X	X	DF	LEVEL	Z CAL	Z CRI	DECISION
More Experienced teachers	77	4594	59.66	203	0.05	0.04	1.96	Not Significant

Less experienced teachers	128	7190	56.17					
Total	205							

From the result presented in table 5 the null hypothesis of no significant difference is accepted. This is because the z calculated (0.04) is less than the z-critical 1.96. This implies that there is no significant difference between the mean of experienced teachers and the less experienced teachers implementation of the Universal Basic Education programme in Junior Secondary Schools.

**Hypothesis 3** - There is no significant difference between professional teachers and Non-professional teachers in their implementation of Universal Basic Education programme. The mean scores of the two groups was subjected to z-test analysis. The result is presented in table 7.

**Table 7: Z-test analysis of the implementation of UBE programme based on teachers' profession**

Group	N	X	X	DF	LEVEL	Z CAL	Z CRI	DECISION
Professional teachers	158	9290	58.80	203	0.05	0.19	1.96	Not Significant
Non-professional teachers	47	1950	41.49					
Total	205							

From the result presented in table 7, the null hypothesis of no significant difference in implementation of Universal Basic Education programme between the professional teachers and Non-professional teachers is accepted. This is because z calculated (0.19) is less than z – critical 1.96.

## DISCUSSION

The findings are each discussed under an appropriate sub-heading as listed below:

1. Urban and rural teacher's implementation of Universal Basic Education programme.
2. More experienced and less experience teachers implementation of the Universal Basic Education programme

3. Professional and non-professional teachers implementation of Universal Basic Education programme.

### **Urban and Rural teachers' implementation of Universal Basic Education programme**

From research question 1 as shown in table 2, the mean respondents of urban teachers is higher than that of the rural teachers. More so, on hypothesis 1 on table 6, the  $z$  – calculated is (0.59) less than the  $z$  – critical (1.69). This shows that there is no significant difference between urban and rural teachers implementation of Universal Basic Education programme.

These findings are as a result of the following reasons. First, the urban teachers are more in number compared to the rural teachers and their mean response is higher than that of the rural teachers. Secondly, there is a significant difference because the rural teachers are content to practice Universal Basic Education as their focus in their years of training.

### **More experienced and less experience teacher's implementation of Universal Basic Education programme**

From the mean of the respondents on research question 2 in table 3, comparing the more experienced and the less experience teachers on the implementation of the Universal Basic Education programme, there is no significant difference. Equally, from table 7, the hypothesis on the table shows that there is no significant difference in their implementation due to the fact that the  $z$  – calculated (0.04) is less than the  $z$ -critical (1.69); hence the acceptance of the null hypothesis.

The absence of significant difference is due to the fact that both the more experienced and less experienced teachers teach together in the same school making use of the same scheme of work as well as attending the same seminars and workshops, and making co-ordination of internal and external examination were knowledge is exchanged to enhance the teaching/ learning process.

### **Professional and non-professional teacher's implementation of Universal Basic Education programme**

Result from research question 3 as shown in table 4 shows that the mean response of the professional teachers is higher than that of the non – professional teachers. The professional teachers are into the implementation of the Universal Basic Education programme objectives more than the non – professional teachers.

From the statistical test of hypothesis 3, table 8 shows that  $z$  – calculated (0.19) is less than  $z$  – critical (1.69), hence the acceptance of the null hypothesis, which states that there is no significant difference between the professional and non-professional teachers implementation of Universal Basic Education programme.

## **CONCLUSION**

The following conclusions have been drawn on the basis of the findings of the study:

1. That there is no significant difference between urban and rural teachers' implementation of Universal Basic Education programme. This is because, the urban teachers are more in number

compared to the rural teachers and their mean response is higher than that of the rural teachers.

2. That there is no significant difference between the more experienced and the less experienced teachers' implementation of the Universal Basic Education programme in Junior Secondary Schools. This is because both the more experienced and less experienced teachers teach together in the same school making use of the same scheme of work as well as attending the same seminars and workshops.

3. That there is no significant difference between the professional and non-professional teachers implementation of Universal Basic Education programme. This is due to the fact that the professional teachers are into the implementation of the Universal Basic Education programme objectives more than the non – professional teachers in Junior Secondary Schools in the South Senatorial District of Delta State, Nigeria.

## **Recommendations**

Based on the findings, it was recommended that:

1. The state government should recruit experienced teachers as working experience affects the overall success or failure of the Universal Basic Education programme.
2. Community recruitment of teachers in the rural areas of the state is also recommended as teachers posted to these areas do reject their postings.
3. The state government also should recruit professional teachers into the primary and junior secondary schools in the state in order to enable the pupils to achieve permanent literacy and numeracy and the ability to communicate effectively.
4. Teachers should be allowed to attend seminars and workshop to acquaint themselves of new ideas and methods of teaching for the Universal Basic Education programme.
5. Teachers should be sent for in-service training to enable them acquire more skills and competence in their job performances.
6. The state ministry of education should intensify more efforts in the effective supervision, monitoring and evaluation of the Universal Basic Education programme in the state.

## **REFERENCES**

Abidogun BG 2006 *Education Sector Reforms and childhood Education for Rural Development in Nigeria*. (sourced from the Internet).

Adamaechi BC & Romaine HA 2000 *Issues, Problems and Prospect of Free, Compulsory Qualitative Education in Nigeria*. Onitsha, Nigerian Educational Publishers Ltd.

Adebimpe OA 2001 The Place of Library in the accomplishment of Universal Basic Education programme *Journal of Education Development Pp. 82 – 25*.

Adeyemi TO 2007 Teacher Preparation and Availability for Achieving Basic Education in Ondo State,

Nigeria *Humanity & Social Science Journal* 2 (2): 159 – 168.

Aghenta JA 2000 *Organization and Management of Universal Basic Education in Nigeria* A paper presented at the 15<sup>th</sup> Annual Academy Congress Publication 2000 of the Nigerian Academy of Education held in UNIBEN

Aluede ROA 2006 Universal Basic Education in Nigeria: Matters Arising *J.Hum. Ecol.*, 20 (2): 97 – 101.

Anyaegbu R Christman DE & Jingpu C 2004 The challenges of Rural Education in Nigeria: potential lessons from *China E- Journal of Teaching and Learning in Diverse Setting*, 1 (2) 160 – 174

Arubayi E 2005 Comparing Average Distance Travelled to school by students in Primary and Secondary Schools in Delta and Edo state and its Effects on Attendance, *Delsu Journal of Educational Research and Development*, 4(10:1 – 9)

Babalola SK 2000 *Blue Print for the Management of the Universal Basic Education at the Secondary School Level*. Paper presented at a National workshop organized by All Nigeria conference of principles of secondary school.

Dareng MK & Attah BG 2000 *Trends in Primary Education in Nigeria: Implications for Universal Basic Education sustenance*. A paper presented at the 15<sup>th</sup> Annual Academy Congress Publication 2000 of the Nigerian Academy of Education held in UNIBEN

Delta State Post – Primary Education Board 2009 *A Training Programme for principals, Vice - Principals and counselors of senior secondary schools on Effective Management of school*. Benin, Justic Jeco.

Edho OG 2009 *The Challenges Affecting the Implementation of the Universal Basic Education (Universal Basic Education) in Delta State, Nigeria*. *J Soc. Sci*, 20(3) 183 – 187.

Enoh AO & Okpede EO 2000 *The Meaning, History, Philosophy and Lesson of Universal Basic Education*. A paper presented at the 15<sup>th</sup> Annual Academy Congress Publication 2000 of the Nigerian Academy of Education held in UNIBEN

Enueme PC 2002 “*Influence of school Location and Training Experience on primary school Teachers Acceptance of the UNICEF Recommendations for child friendly school*” in *Refocusing Education in Nigeria* (ed).

Federal Ministry of Education 2000 *Education today for Universal Basic Education*. Abuja, Education Information and Documentation Centre

Federal Republic of Nigeria 2007 *National Policy on Education*, Lagos: FME / NERDC.

Ijaiya Y 1997 Teachers Perceptions of Prevalent Behavioural Problems Among Secondary School Teachers. *International journal of Educational management (IJEM)*, 2 (1) Pp. 482

Ikoya PO 2008 *Current Issues in Educational Management: Being a Tracing Programme* organized

by Delta State Universal Basic Education Board for Principals, Vice Principals and Counselor of Juniors Secondary Schools in Educational Management, Abraka. EDSERVE CONSULT (41-46).

Imogie AO 2000 *The Place of Health Education in Nigeria Universal Basic Education in Nigeria*; A paper presented at the 15<sup>th</sup> Annual Academy Congress Publication 2000 of the Nigerian Academy of Education held in UNIBEN

Kolawole A 2000 *The Guardian* Universal Basic Education will eradicate Illiteracy, June 1, pg 17, Lagos

Mkpa MA 2000 *In – school Staff Development Strategies for Effective Universal Basic Education (UBE) Curriculum Delivery: Lessons from the Nigerian Community Education programme.* . A paper presented at the 15<sup>th</sup> Annual Academy Congress Publication 2000 of the Nigerian Academy of Education held in UNIBEN

Nwangwu CC 2000 *Managing the challenges of the Compulsory schooling Aspect of the Universal Basic Education programme.* A paper presented at the 15<sup>th</sup> Annual Academy Congress Publication 2000 of the Nigerian Academy of Education held in UNIBEN

Obasanjo O 1999 *The Guardian* Education: A National Priority, October 13, Pp. 49, Lagos.

Odo CO 2000 *Towards Enhancing the success of the Universal Basic Education (Universal Basic Education) scheme: The school Administrator's Role.* A paper Presented at the 15<sup>th</sup> Annual Academy congress publication 2000 of the Nigerian Academy of Education held in UNIBEN.

Ogbuka C 2000 *The Punch* Gearing up for the Universal Basic Education. July 25, Pg 29. Lagos.

Oghuvbu E P 2007 Leadership Problems in Secondary School in Nigeria: Teachers Perspectives. *Journal of Educational Research and Policies.* Calabar. Vol. 2(3) 91-96.

Ogunu MA 2000 *Strategies for Effective supervision of instruction in the Universal Basic Education programme in Nigeria.* A paper Presented at the 15<sup>th</sup> Annual Academy congress publication 2000 of the Nigerian Academy of Education held in UNIBEN.

Okoro J 2005 *Teacher Education and Professionals in the Context of Nigeria Educational System.* Being a paper presented at Matriculation Ceremony of N.C.E. Programme at N.T.I. Eku Study Centre.

*Universal Basic Education Training Manual* 2008 on the New 9 – Year Basic Education Curriculum. BRITEK PRINTERS

Uwameiye R & Osunde AU 2000 *Illuminative Assessment of Pre-vocational Education within the context of universal Basic Education.* A paper Presented at the 15<sup>th</sup> Annual Academy congress publication 2000 of the Nigerian Academy of Education held in UNIBEN.

VN:R\_U [1.9.11\_1134]