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Ogol O Jared
School of Education, Mount
Kenya University, Thika-
Kenya

Dr. Ruth W Thinguri
School of Education, Mount
Kenya University, Thika-
Kenya

A critical analysis of effectiveness of student council leadership on learners discipline management in secondary schools in Kenya

Ogol O Jared and Dr. Ruth W Thinguri

Abstract

The research study sought to justify that student council leadership which is a participatory form of governance is a good idea that existed not only in Kenya but also in other countries. Though it is ineffective but when made effective can be used to improve discipline management on learners in our secondary schools in Kenya. The article critically conducted an analysis on effectiveness of the student council leadership on learners discipline management in secondary school in Kenya. It defined the student council Leadership through their roles, behavior and analyzed the various barriers to effectiveness of student council Leadership as well as its correlation to discipline management in school setting in secondary schools in Kenya. The study was based on two leadership theories namely functional leadership theory and the servant leadership theory. The study used content review and desk analysis function design. The researchers preferred this design since it allows more critical analysis than the statically quantities methods used in similar qualitative studies. Indiscipline menace in current Kenyan high schools has kept on rising at alarming rate. According to British broadcast Cooperative (B.B.C) News (25th July, 2016) over 100 Government public secondary schools were set ablaze and several schools shut down completely in a period less than three month an evident of the indiscipline increase. The establishment of formal education in its unique setting called school after independent has experienced great. Challenges and crisis ranging from poor leadership, indiscipline and academic barriers. Before independent, Maseno School recorded the first strike in 1908. After independent there had been several strikes in secondary schools in Kenya (sifuna, 1990) [1]. Several independent commissions had been formed to investigate into the strike issues. In the St. Kizito tragedy and 19 students died in (2011) also occurred another tragedy and 68 students died (1991 occurred Wango 2003) [2]. Due to this several independent commissions and individual students have investigated the indiscipline menace and have all supported that indiscipline is an issue of concern in public secondary schools. Among the commissions are (kinyujui; 1993, and individual students such Achieng 1996, and Mathu 1996) [3]. Their reports anticipated the solution to leadership wrangles and indiscipline matters was to embrace student council leadership and to involve students in knowing about democracy and leadership as originally advocated by John D. in Democracy of Education. Student council Leadership is a key strategy to foster unity hence allowing the students to participate in decision making in the issues affecting their well-being in schools the student to participate in policy making on issue affecting their well-being in schools. It emphasized the need for collaboration participation leadership among the educational involved parties to in still good acceptable public character traits that promote high discipline management among students. The study recommended the involvement of effective student in high schools in Kenya in administrative matters through effective student council to promote collaboration, consultative leadership to enhance schools achieve the objectives and education goals and too make learner's develop into responsible members of the community. The study also recommended of the establishment of educational policies to guide the roles of students councils in high schools. The study finally recommends proper training to the student council and security policy to protect the student council in and out of the schools as they carry out their supportive roles.

Keywords: Effectiveness, student council, leadership, discipline, management

1. Introduction

Authoritative dictatorial leadership is taking Kenyan's education system to a limbo. Indiscipline, school arsons, expulsions and conflicts between administrator and the student is persistently increasing. This has worsen more not as it was at the beginning of independence. In the year 2008 more than 800 secondary school went on strike in eastern part of Kenya

Correspondence
Ogol O Jared
School of Education, Mount
Kenya University, Thika-
Kenya

(Juma, 2008) [4]. In one month between July to August 2016 over 120 secondary school were burnt and several secondary school were closed down indefinitely in the republic of Kenya. The solution to this threat to indiscipline is perceived to be participating leadership through effective student council. Titus, (2014) [5]. supports this claims and suggested in his research finding that student's council be given a chance and wider space of representing other learners complains in their representational duty and the information they provides to the administrators concerning the learners grievances should be treated with a lot of concerns and respect so that this can help to improve discipline and adapt new school rules and improve on the existing ones. Principals as administrator are chief executive managers of the institution who controls all the other school activities held in the school and the head of the disciplinary council; to judge student whose conducts are wanting (Mbua, 2003) [6]. This one man policy that exists here in Kenya cannot work in democratic developed countries. In some continent or nations, students' council could be a new phenomenon, however in developed countries indeed in all secondary schools there is effective student council.

About century ago as agued (Indimuli, 2012) [7]. The teachers borrow the prefect from of leadership the administrative structure of the Roman Empire. In United Kingdom, the policy and the decision making combines both decentralization of management decision making of school and stronger centralization of control over curricular and the monitoring of the educational standard (Saam,2002) [8]. In Israel there exist a national student and a youth council since 1993; to promote and upload positive learning spirits by effective linking the student with the administrator. Other states are Fine land where the constitution requires that they should be heard in all maters patterning the education in the institution; since 1998. All schools in Norway are required to have student council elected by student, Singapore, several secondary school have student council which act as a medium of communication. Others are Australia, united king, Indonesia, Philippians, Ukraine, Chile, and Canada among the rest. (Student council- Wikipedia, the free encyclopedia. [https:// en. m. wekepedia.org/...../ student.](https://en.m.wikipedia.org/...../student)) In Africa some countries such as Ethiopia Nigeria and South Africa have developed school management. Countries like Uganda, Egypt and Tanzania have the student council (Samad, 2000) [9]. As a way to provide a protective and enabling support, capacity building services to the students respective council. These countries sought to uphold representative principles of co-operate governance better understanding between student council and secondary school administrator.

Since 2005 to 2016 after new inauguration of the new constitution, the ministry of education have involved various stake holder at every stage in the spirit of openness and inclusiveness (Goda, 2012) [10] since 2005 the administration and the management of secondary schools have devolved to board of management and in 2012 head teachers under the umbrella body of Kenya Secondary School Association (KSS HA) has enormously agreed to reduce the number of strikes in schools through involvement of student. This among other means is achieved through school allowing and encouraging dialogue with student and allowing the formation as student leadership council through democratic election of their own. The conclusion of the researchers pointed out threat most principals severely respond to

student demand and student activism. They usually call in the police, criminalizing student leaders closing of the student or burning of the student bodies instead of allowing dialogue. The present study based on the formational problems, the researcher, critically analyzed the effectiveness of student council leadership on learners discipline management in High schools in Kenya.

2. Statement of the problem

The students' leadership council was formed in 2009 with the view to make schools leadership more participatory. The Kenya secondary school students Heads (KSSHA) in conjunction with the Ministry of Education and (UNICEF) started this body by the support of Education Act 1998. It core purpose was to facilitates learners active involvement in interactive school management. It is meant to play a role on creating a chance for learners to interact in a formal partnership with parents, teachers, and school administrators in the functional activities of the learning institution. It intends to improve the discipline in school setting by enhancing communication between board of management, staffs, parents and the students' body. It also improves discipline management by promoting conducive environment for the learners to develop. It facilitates friendship and respect among students' teachers and parents. It has put a major mile on linking the students and the parents, teachers, and the administrators. It has also helped the students to represent their views on matters of general concerns to them.

However, it has existed almost in all secondary schools but the indiscipline cases has persisted. The Education Act provides that student leadership council operations shall not in any way sabotage or thwart the effort of smooth running of the school and they should in anyway not handle the professional aspect of the principal's duties and the staff as a whole. The students' council leadership has done very well however there is contradiction on its roles and the administrators' role as well as teachers and teaching staff. An issue that if not addressed will lead to increase of indiscipline. Once students extends their boundaries to touch on principals and teacher's professionalism as it has emerged in many cases, creating unfriendly atmosphere to allow effective student leadership in an institution. The participatory role has improved a great deal but the persistence of indiscipline in Kenyan secondary schools is an indication that student councils effectiveness is still questionable.

The constitution of Kenya 2010 entitled all Kenyans to fundamental rights such as right to basic education, freedom of worship and life. Also drafted by ministry of social welfare and drastic reforms in the ministry of education advocating for participatory, consultative leadership. There is need to cherish the concept of student council and good co-operate governance. This will have much impact in managing discipline and instilling good behavior to the learners. There is need to change the leadership style and embrace dialogue through independent effective student council Olayiwola, (1999) [11]. If the student are given proper democratic breathing space in secondary governance and dully recognized by Board of Governors on the school issues affecting their welfare that often lead to unrest in secondary school could have been put to halt. Based on this problem, the study therefore critically analyzed the effectiveness of student council in secondary school

leadership on learners discipline management in secondary schools in Kenya.

3. Purpose of the study

The study was to critically analyze the effectiveness of the student council on the discipline management of the learners in High schools in Kenya.

4. Objectives of the study

The objectives of the study were to;

1. To critically analyze the students' council leadership selection criteria and student Discipline management in High schools in Kenya
2. To critically analyze students' councils' leadership involvement and students discipline management in High schools in Kenya?
3. To critically analyze the student councils' leadership strategies and student discipline management High schools in Kenya
4. To critically analyze the students' councils' leadership support and students discipline management in High schools in Kenya

5. Research questions

- 1) To what extent is effectiveness of students' council leadership selection criteria and student discipline management in High schools in Kenya?
- 2) To what extents is effectiveness of the students council leadership involvement and student discipline management in High schools in Kenya?
- 3) How best the students councils strategies and students discipline and management in High schools in Kenya?
- 4) What extent do teachers give support to of student council leadership on Discipline management in High schools in Kenya?

6. Research methodology

Researchers chose critical analysis which is a qualitative study that applies content and desk analysis design. The researchers choose this design because it gives room for constructive critical analysis better than the statistics results used similarly in qualitative research. Here the researchers argues their critique as positive evaluation of effectiveness of student council if effectively used promotes good learners discipline management among the school student

7. Significant of the study

The finding of this study may benefit Kenyan society as a nation. Considering that education sector plays important role in molding and developing responsible individuals. The conflict that has persisted between the learner and the stake holders especially the administrator justifies the need of democracy, participatory and co-operative leadership. Thus the schools that run student council leadership may run smoothly and effectively. The teachers, Board of governors may be guided by the principles of democracy to embrace diversity and create room for participatory leadership hence resolving the participant, wrangles between the teachers, B.O.Gs and the students.

The government may finally make the working policy on funding the training of student council to make their leadership more effective and professionals. For the researcher, the study may help them board of managements to discover critical area in the educational system that most

of the researchers were not able to explore. Hence a new way of or solving conflicts and chaos n secondary schools may be explored in secondary school in Kenya.

8. Theoretical framework

The study was based on functional leadership theory and the servant leadership theory The Leadership theory (Hack man and Walton 1986; Posner, 1995) is a leadership theory responding to specific leaders behavior aimed to positively develops to organization or to increase the effectiveness at different levels. It demands that the leader's main faction is to provide the necessities needed for an organization to achieve its goals. That means successful leader is one who contributes to group effectiveness and cohesion by so carrying the functions such as providing conducive environment, supervising organizing subordinate activities, educating and facilitating coordination of junior staffs, motivating co-workers and participates actively in the team work. A summary of (Kalowsk *et al.*, (1996); (Zaccaro *et al.* (2001), Hack man &Walton (1986). The Servant theory reflects that leaders should be servant first. It suggest that leaders must place the need of the followers, customers and the community a head of their own interest in order to be effective the principal should serve students' council leadership system and give a good opportunity for student participation in school management. Therefore the principal should ensure that there is effective student council that acts as a link between the school administrator and other students.

The principal should be a motivator for any progress and little advancement of the student council. The principal should do what it takes to provide a conducive environment, monitor effectiveness train the student council and interview actively where necessary. if the principals actively apply this theory the student council will feel much thrilled to support the administration and will give to the student body the same support hence there shall exist unity, harmony and team work that will impact on positive change on discipline and good behavior in learners in secondary schools in Kenya. The student councils should practice servant leadership theory. They should be willing to be servants to serve but not to be served these theories are most relevant and most applicable in school settings.

The said theories are quite relevant because they put both the administrators and student councils on the forefront as a servants as well as managers of the schools of which the whole success of the school rely on their decisions and implementations. It reminds the principal as the provider, supporter and the motivator of the student council and the same to the student body. These theories reminds the principals to appreciate the council appreciate the role of the student and reminds the student councils to appreciate the student body on the success they have made us a team.

9. Literature review Critique

9.1 Analytical definition of student council leadership

Student council leadership can be said is a participatory form of governance where learners are given a democratic chance to make decisions on matters affecting their lives through elected student leaders of their own. Jack (1970), argued that organization known as student council has long been in a part of school programs. It can trace as back to ancient academic of plate and Aristotle. Wood when defining student council wrote "the student council...Helps

to create an environment which student and faculty work together, cooperatively for the betterment of the school and the well-being of the student.

A view that supported by Titus, (2014) ^[12]. Is to give good opportunity for student participation in school management. So student council can be defines as a voice of students. a body that exist in the school sitting with the aim to enhance the participatory leadership by empowering student to be responsible for controlling student resources, effectively, providing a room to be heard for the student, community building exchanges and informing the student their right, resources and opportunities. Student council is an official democratic body that student initiate their recommendation usually provide a vehicle for student needs and shaping of the institution community through collaborative consultative leadership.

9.2 Analytical definition of discipline management

Different others have different definition to discipline in various ways. Adesion, (1980-108) ^[13]. Defined discipline as teaching the students manners on how to show respect to adhere to the school rules and rules, and to retain already existing policies of ethics. Discipline management is enabling the learners to adhere to required set of actions by a teacher towards a student (group os learners).according to Wikipedia it is to enable the learners to follow a set limit of rules preventing certain behaviors of attitudes that are viewed as dangerous or trespasses against school policies, educational ethics and school culture

9.3 Critical analyses on the students' council leadership selection criteria and student Discipline management in High schools in Kenya

The establishment of student council leadership and the steps for voting for members of the students leadership councils' depends on population of the institution with the objective to give a council leadership which is representative of students in the learning institution and again able to carry its duty perfectly. Whichever the way used to elect the students' councils members, the student councils' leadership members it should be fair to represent all the class representatives and give all competing candidates free and fair election during election time Kenyan, principals are mandated by education act 1998 to establish student councils in their schools, to promote and chair the first two meeting before selecting a new chair for the student councils'. The student councils' should work for the interest of the learning institution and the active participation of the students in the school matters together with the board of management, parents and teachers. The principal not only establish the student councils' but also give them the support to be effective in the school setting. Therefore the principal should ensure that there is functional student system that acts as a link between the school administrator and the student. As chief executive officer the principal can manipulate the election of student skills. some believes that leaders are born not made so they have student whom they feels have the leadership qualities elected over the advantages of those who are considered untie-leadership traits.

The government policy had no clear guidelines on what criteria should be used to come up with student councils' leadership body. it is left upon decision of teachers and administrators and the student themselves but the principals

has got the final say on this point of Otieno, (2010) ^[14]. Noted that many schools rely on teachers to a point student council with little or no student participation. He suggested in this point that the time has come for democracy in with change all over the world. Thus student should be allowed in choosing their student council. The principal can manipulate the student council in the name of motivation or applying positive reinforcement theory of leadership by B.F skinner and other theories like transactional and transformational theory (burn, 1978) ^[15]. God 'treats' such as foreign, inter-country or inter- district, monetary appreciation in the name of board allowances and responsibility allowances, special gift such as special meal, special clothing (uniforms) housing in special houses and bursary allocation to student council with the view to black mail them and blind fold them can be tactic used by administrators to make student council a sycophant and inactive in schools. In order to make secondary schools more participatory.

The student must be fully involved to ensure that they are adapted in the administration of the school. Cusick, (1972) ^[16] argued that the student voice is a catalyst for change in schools. This help to improve discipline and behavior in schools. Researchers' findings in several literature reviews pointed out that the student welfare and learning has improved. This helps in improve discipline and good behavior in school system. Students' councils an effective participation voice of the student which has created a good environment to learners hence have improved behavior of learners since teachers have involved them constructively in and outside class room. A democratic election of students' council have made student create a sense of belonging and competency hence feeling part and parcel of the school community hence helps in improving behavior of learners in schools that helps manage school discipline.

However the student council used by the administrators or any other body to oppress other student will not be supported, it will be considers as a traitor and ineffective. Thus why you will get student council set on fire, schools burnt or principals and the entire school burnt as in the recent past. The administrators too who impose the elected leader will not enjoy any support from rebelling learners. These also result to no success by destruction to the school development with little success. In the recent past, in duration of one month (July-august, 2016) ^[17]. more than 120 schools were burnt down. They have school administrator and student council together with teachers.

What happened? Who burnt them? The result were vey perturbing, the principals, teacher were demoted and some interdicted and transferred neither were parents and student were not exempted they were arrested and reigned in court of law. Francis, (2012) ^[18]. said that in Nigeria, during 1972, 1979 and 1990s, education institution were so much conflict that soldiers were deployed to school to assist control student behaviors. Muli, (2012) ^[19]. in his study found that factors contributing to student unrest and indiscipline secondary schools in various part of Kenya include poor and inadequate food, poor relationship between student and teachers and head teachers, harsh and unjustified punishment among others (Amukala, 2005) ^[20]. Using the student to facilitate unfavorable learning environment like mentioned above will make student council be at war with student body. When student council intervenes effectively

on such matters the student body give them full support they need.

Using the student to pass the sensitive information may turn tragedy to student and administrators Ayieko, (1998) ^[21], found that lack of communication for example in school setting some privileges may be withdrawn without notice and thus will cause student unrest, if the student is used to pass such information they will not receive any support. Amuka (2005) ^[14], Pointed out that present student council should ensure that there is good working relations between student, teachers, head teachers and the student on the other hand should accept that they are learner and they learn what is beneficial to them, their parents, teachers and peers.

An indicator of smooth running in school is an effective student council. The principal, who resist, denies a privilege whose time has come and cannot be stopped. Kagendo, (2009) ^[22]. Supporting these ideas argued that school unrest could be caused by mismanagement and poor leadership by the administrators.

9.4 critical analyses the effectiveness of the students council leadership involvement and student discipline management in High schools in Kenya

The student actual involvement in decision making process was not adequate. Lutterback, (1994) ^[23], argued out that empowerment of student council facilitate sound decision making and improve relationship which formed a fertile good for the development or responsible behavior in schools. Apallorvan, (2014) ^[24]. Research findings found that environment should be created for learners in which they can feel safe to make contribution towards matters such as discipline policy. The principal Board of Governors and parents should co-operate student council in handling indiscipline issues. Learner should be fully involved in policy making as suggested by the policy document deals in detail with learners discipline and proscribed disciplinary measures for learner's misconduct. The code of conduct must be written and accepted in the best manner, making the disciplinary rules amicable to all learners and coming up with measure for punishment in case of undesired behavior Mokoya, Thungu, & Mosion, (2015) ^[25]. In their research argued out that student council leadership can offer several ways for student to enforce friendly problem solving which helps to bring discipline management and moral norms. Gyan *et al* (2014) ^[26], found out that both teachers and student argued that active participatory of student council in school policy making could facilitates free interaction, modified conducive study set up in schools increase discipline level, promote smooth running of the school by administrators and facilitates co-operation among members as well as self-esteem and good peer relationship among the learners.

(Jones & Jones 1995), Gyan *et al* (2005) ^[27], supports the claims that student council helps a lot and has vital duties in the current school management, it facilitates participatory leadership by so representing student both locally in the school setting and externally, resolving inter class conflict, monitoring and supervising school programmed, reporting indiscipline and resolving minor indiscipline issues. Head teacher under the umbrella body the Kenya secondary school association (KSSHA) anomalously agreed to reduce the number of strike in schools through involvement of the student. this among other means are achieved through schools allowing and encouraging dialogue with student and

allowing formation of effective democratic student leadership council through democratic election of their leaders.

Mukuti, (2014) ^[28]. Found that it is important to democratize the running of secondary school and decision making. School participants have to avoid chest thumping and making decision that have very significant impact to the student without consulting and involving them; meaning student council effectively involved in school management improves discipline and good behavior in school hence smooth running of school. Mustwa, (2003) ^[29]. Holds the views that he old guard thought of 19th century had the class of thought that the student must remain inactive and receive orders from the parents and thus means the student is spectators. They receive policies designed by adults and their work was to abide by them. The second class with their view was student participate but only to some extent, very minimal. This is also as per the Student Council Act of Education 1998 Section 8.

The researchers have done great research. Most literature review proposes student council participation in school management and governance. The researchers pointed that student council contributed immensely to school success and development. It enhances good discipline and behavior in learners. Barriers to effective participation of student council in administrations have also been reviewed. this an indication pointer that establishing student council is not enough, the big deal is the effectiveness of the student council. Principals in co-ordination to teachers and other stakeholders should allow participatory role of student council and other all other stake holders. For successful achievement of organizational objectives all stakeholders in an organization are expected to firmly stick to laid down behavior patterns necessary for at most achievement.

Masweli, (2008) ^[30]. Argued that student council leadership has a role to play in cultivating harmonious interactive environment necessary for maximal talent exploitation and sound character development of the peer. In support to this Francis, (2014) ^[31]. Pointed out that discipline is manifested when the institution harmonious, respectable and secure peace. A well utilized student council will be a tool of peace making in school by involving them in the key decision making process in the school since student body mostly cooperate with their democratically elected leaders not unless the student council comprise its role to represent their own interest or the interest of another party.

9.5 Critical analysis on how best the students' council's strategies and students discipline and management in High schools in

Student council members' are like any other student in a school elected and trusted to help in administration and management but how? Is there need to train them and equip them with managerial leadership skills to strategies on how to handle other students? The student council takes active role in improving all aspect of discipline and behavior of learners in schools. It aims to enhance the participatory leadership by allowing student to be responsible for handling student affairs effectively, providing a voice for the student community. Student council allows the democratically elected student to present other student grievances and to promote for student to give input and to be informed about significant institutional decision. But how best are they equipped to handle their roles?

The student body expects the student council to primarily be responsible to surcharge its responsibilities for services and activities which are meant serve basically the student affairs and organization matters and organization matters and hence used to set the standard for student discipline and behavior.

John, (1917) ^[32]. Said that the anticipating solution to leadership is wrangles is to embrace student council and engage student in learning about democracy and leadership. Student that remains relevant, effective and functional is loved by student body. Leadership training would have different meaning- Greenwald, (2010) ^[33] define leadership training in school should teach life skill such as understanding, economics, cultural sensitivity and appreciation of the lifelong learning. The Students body expect the student council to be a perfect ideal of their expectation. Their representative in every matters patterning their welfare. The administrators misinform the student council that once they have been elected they represent the administration and should represent the administration perfectly. Should they fail to adhere to this polite command, they are considered traitors and threats to administration and dare face consequences. The student council is in between the school administration and the student body their role become challenging and tasking such that if they are not trained the may fail to be effective. These great challenges require the student to know how to advance the interest of the student body as well as knowing how to communicate to the administrators and giving and facilitating the feedback to the student body in a convincing manner without appearing to be a traitor on either side. Immediately after election the student council requires training on their new jobs t to know their role to play as student council, their boundaries and set goals and objectives to meet

Principals will either facilitate this or ignore on the reason well known to themselves.

The principal and the teachers agreed that effective running of the school cannot be adhered to without student council participation and student body as a whole. Even though it is so efficient, effectiveness of student council is almost null and avoid without training. student council are ever willing to be trained, when trained, the leadership outcome, learning out come and the school goals and development will show a higher satisfaction. They will be effective. It is therefore in researcher view that student council are ineffective because they are not trained to equip them with necessary leadership skills. Training man power requires human resources as well as finance. The government should henceforth align if policy to create finding for this purpose or allows principal to source find from well-wishers, NGOs, or county government to facilitate student council training. The government policy should state clearly which body is trusted to train student council and for how long.

According to Taylor, (2009) ^[34]. There are six steps of training in organization thus functional training and lecture, programmed, instructions, computed instruction, audiovisual, techniques and human capital. This provide the employees with skills, abilities and knowledge by the post Danvia Del Velle *et al* (2009) ^[35]

Student council is trained (usually within a period of short time). These six steps will never be followed for their meaningful training. They are trained through special days decided by the school administrators.

The effectiveness of the student council in secondary school in Kenya is demanding because training as part of has not

been put into consideration by government of Kenya and the school administrators.

Many researchers have search on the said topic and suggested several possible solution to the existing gap. This critical analysis should stimulate school stake holders to revitalize the function of student council Leadership to enhance its effectiveness in managing student affairs. It should encourage government to critically think and act putting in place appropriate structure in terms of policy frame work to train student council in all secondary school so that all schools are made o embrace an effective student council leadership model. If the student council cannot be trained to contribute effectively in managing student affairs, then it should not exist at all. According to Agoya, (1970) ^[36]. His founding was that trained leaders tend to influence untrained leaders. It is therefore necessary that student council should be trained to influence student body by undergoing a professional training to equip them with necessary skills especially the present trend of increasing student unrest in secondary schools in Kenya.

9.6 Critical analyses on the student's councils' support and students discipline management in High schools in Kenya

One of the common research findings, is that Africans administrators severely respond to student activism by calling the police, criminalizing leaders burning student bodies (student councils) and closing institutions. Most principals feels threaten to work together with student councils. Some consider them as lesser being not worth reasoning with being the big man in the school and the senior Teachers Service commission's agent they have all the mandates to use their power to influence the establishment student council to express their interest and forget their roles hence becoming in effective. most of the researchers have argued that most of the principals are feared by the learners and so existing student councils, such that most of the times approaching them to initiate a dialogue on issues affecting the student while touching his personalities or managerial skills might be a dream not a reality.

A principal who has a weakness would scare his teachers a way and will as well do the same to the student council Titum, (2014) ^[37]. In his research finding found that student council system gives a good opportunity for student participation in school management. The Student council in secondary schools in Kenya does exist yet there are persistence increase tragedy indiscipline disorders in Kenyan High schools since independent. Wachira, (2010) ^[37]. Persistence tragedy arsons and chaos in High schools in Kenya. Since independent constitute a major test to the effectiveness and quality of the education system hence the need to allow student to be heard through representative. A good number of student may fell that the existence of student council is as formality but to reality hence not effective to represent their grievance and initiate dialogues. Indimuli, (2012) ^[38]. Claims that a good number of student view the existence of student council as an instrument used by administrators to suppress their view and discourage their participation in school management. Not only student have the same view what about teachers? The student council receives a cold reception from most teachers who view it as a tool formed by administrators to fights them and hence

therefore they have to fight back with the same force or even harder.

Who is a teacher? The Teacher Service Commission Act (2015) ^[39]. Defines a teacher as a person who has been trained as a teacher provided for the law as registered as a teacher *visa vis*. The learner is a person undergoing instruction in an educational institution. Student council consists of learners who undergo instruction in an educational institution called school. Before the necessity of a democratic change to adopt student council in secondary schools, teachers have played a significant role in inculcating student discipline in secondary schools and this cannot be assumed. Allowing the student council in secondary school was supplementary measure to support the effort of the teacher. Most of the time the effort of the teacher has been disregarded, undermined and student council praised as demy gods.

The gap between the administrations has sometimes continued between the teachers and has narrowed between the student council. Could this be considered as conflict of interest? Kochhar, (1997) ^[40]. Support this by saying whether the teacher is a person of a test book "no education system can rise higher than the teacher" (Uganda government white paper (1992) ^[41]; Kochhar (1997) ^[41]. supported Lughaja when he said it is the teacher who matters most as the quality of education is concerned. Lughaja (1991) claims that great education all instruction are built on talent and creative of teachers especially on education that have a directive bearing on their work. Immaculate *et al*, (2010) ^[43]. In their study found out that Inmotarein, (2003) ^[44]. research's study urged that most unrest in schools are due to poor-teacher student relationship, teachers are hurt when their employer or immediate supervisor use student council to monitor, supervise and evaluate their performance and professionalism. However with the introduction of appraisal formal and using student council to report on teacher's attendance may hurt some teachers. Mararec, (1996) ^[45]. found that teachers are oppose to the use of appraisal forms and advocate for an evaluation mechanism that are more interactive, inclusive, and emphasizing on team values, employees job role and customer need. The student too may know their supremacy by ignoring them at times when they need their service at most. The teachers who feel that they must remain the supervisor to the student council and to the other way round will never give a full support to the student council. They will never ever recognize its existence. Horribly, (1948) ^[46]. Define a supervisor as being in charge of something and making sure that everything is done correctly and safely. Do having the student means reversing the role and make the student council the teacher supervisor?

Kato, (2007) ^[47]. Study noted that the teacher had varied activities which require teachers' involvement. Sideling a teacher and embracing student council in the name of president, governor, senator and other execrative names and student council demoralizes the teacher team spirit in service who quiet decides to live the student council to operate and perform their duties on their own without proper guideline and control. The student council is not appointing authority and had never appointed authority and therefore delegated to supervise whom they never appointed to serve. Support from teachers must be paramount to student council for student's council to be effective in the school system.

There should be support from almost all teachers and from the principal too as a teacher. The interpersonal relationship among teachers and student council are more positive in smaller school than in large schools though it should be better in both school settings.

The government through the ministry of education science and technology or any other government commission entrusted to manage teachers and education centre should ensure they embrace the student act (1998) ^[48]. that established student council mainly to provide representative structure for the student to contribute to the school community. to avoid conflicts between the school administrator, the teachers and the student council section 8 of the same act demand that student functions is not to handle employment issues of the teaching staffs and their professionalisms, or become involved in any issue that fall within the professional competency of the principal

The Teachers Service Commission in delegating duties to the student council through the principal may have good motives but the interpretation by teachers for this may result into strenuous and poor relationship between the teachers and the student council. Student council has need used to spy on teacher's professionalism since its establishment in (2003) ^[49]. Some teacher's feel the control of the school management, discipline and supervisory role has been transferred to student council hence student council and a teacher has a supremacy battle that may no end soon. Without the support from teachers, student council is not effective and should not exist for it would not serve its purpose.

Fontana, (1997) ^[50]. on the idea of bad relationship said in the research findings that student are hurt when they realize that they are constantly ignored by those people who have to play an important role in their lives like parents and teachers. Of late there had developed mistrust between the student council and the teachers. The administrators have empowered the student council to perform professional role of the teachers and supervise them.

The question is, do the school principal and the Board of governors allows such young leaders to portray democratic cultures in schools. Maurice and Gideon, (2015) ^[51]. In their studies found out that principals dominate the decision making in the opinion of the students, the principal dominate the opinion in decision making process.

following all the above argument, noting that research finding and literature review pointed out that the student council in the school administration is necessary for smooth running of the school; limitation to its active participation in administration and management have also been reviewed. This is a pointer that effective student council is needed in our secondary schools in.

10. Recommendations

The following recommendation emanated from the study

1. Principal should establish an effective student council not just for formality, but should ensure they are supported fully to improve discipline and behavior of learners in Kenyan secondary schools.
2. Ministry of education science and technology should come up with a policy frame worked addressing the training of the student council, findings and constitutional mandate towards improving discipline and behavior in Kenya secondary school.

3. Principals, teachers, Board of Governors and ministry of education should all embrace change of democracy in education system and allows room for full implementation to enhance discipline and good behavior of learners in Kenya secondary schools.
4. The Republic of Kenya Ministry of education science and technology (MEDST) should establish a policy frame work on the security of student council within or outside school setting in order to make effective discipline and good behavior of learners in Kenya secondary schools.

11. Conclusion

Education in Kenya has 8 goals in education. These goals of education can hardly be achieved in Kenyan schools where democracy on leadership is not enhanced and indiscipline is thriving. It should be noted that dictatorship limits democracy and it's important to democratize running of secondary school and decision making.

For discipline and good behavior to prevail to solve unrest in our secondary schools in Kenya. The student should be granted representative democratic governance. Principals therefore should support student in order to improve on discipline and behavior in our Kenya secondary schools. The researchers hereby conclude that discipline management and behavior can be got and retained through effective and full participation among student council, teachers, administrators and other existing stakeholder.

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