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Motivation and Teacher Effectiveness in Universal Secondary Education Schools in Yumbe District.

This study was about motivation and teacher effectiveness in Universal Secondary Education (USE) schools in Yumbe district. The main purpose of the study was to investigate motivation and teacher effectiveness in Universal Secondary Education schools in the district. Three objectives were used for the study: to investigate the effect of staff development on teacher effectiveness in universal secondary education schools in Yumbe district; to establish the effect of instructional resource provision on teacher effectiveness in universal secondary education schools in Yumbe District; to investigate the effect of interpersonal relationship on teacher effectiveness in universal secondary education schools in Yumbe district. A descriptive, cross sectional survey design was used for the study because the researcher intended to use the population sample in order to come up with a generalisable result, it was considered time saving and less expensive. Both quantitative and qualitative approaches were used. Sample category consisted of head teachers, deputy head teachers, teachers, students, District Education Officer, Inspectors of schools and opinion leaders. The researcher used four methods to solicit information: questionnaires, interviews, documentary analysis and observation. The study concluded that staff development was inadequate due to lack of continuous professional development and capacity building and that it contributed to teacher ineffectiveness in USE schools in Yumbe district; Instructional resource provision and use was inadequate and, therefore, it contributed to teacher ineffectiveness; but there was a good interpersonal relationship between administration and teachers. Hence, it did not contribute to teacher ineffectiveness in USE schools in the district. The study recommends the following: 1) Teachers should be motivated through increase in salaries that determines their attitude towards their work and provision of staff houses to avoid long distances. 2) Enhance staff development through regular workshops, courses and upgrading. 3) Instructional resource provision should be stepped up. 4) Maintain a good interpersonal relationship through free communication, team work, collective planning and regular meetings.

Key Words: Motivation, Teacher, Effectiveness, Universal Secondary Education Schools, Yumbe District.