

ABSTRACT

The School System in Jamaica, has as its administrative head, the Principal who operates under the direction and supervision of the School Board. For the School to achieve its missions and goals, the Board and the Principal should work in harmony. Quite frequently, however, the School Board and the Principal are in conflict. This leads to tensions among Board members and the Principal with the resulting effects that are injurious to Staff, Student and Parent Organizations and eventually, to the productivity of the School.

This study, therefore, investigated School Board/Principal conflict in Jamaica and sought to determine the features which characterize boards and principals in conflict.

Results showed that School Board/Principal conflict was more likely to occur:

- (a) in the Primary/All Age and Secondary Schools than in the High Schools;
- (b) in schools with Board Chairmen nominated by the Minister of Education;
- (c) in schools with male principals than in schools with female principals;

- (d) in schools with non-professionally trained principals.

Results also revealed that conflicts resulted from Disharmony in Relationships, Role Invasion, Decision Making, Differences in Expectations, Communication, Ethical and Professional Issues.

Thirty representative schools were randomly selected in seven parishes of Jamaica and questionnaires were sent to the Principal and two members of the Board of each school. Responses were received from twenty-seven of these schools. The results were analyzed using the following statistical tests:

- (i) the t-test for the difference between
 - (a) two means, and
 - (b) two proportions;
- (ii) the Chi Square Test.

In the light of the findings, the following recommendations are in order:

1. The Ministry of Education is urged to make provisions for members of School Boards to undergo a period of orientation in order to sharpen their administrative awareness.
2. Principals who have not been professionally trained,

are urged to undergo professional training.

3. Government is encouraged to incorporate into the Code, hints on management and interpersonal relationship for the benefit of Board members who might not have had any exposure in administration.