

## **Teachers' Perceptions of the Organizational Effectiveness of Private Secondary Schools in the Niger Delta Region of Nigeria**

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**ABSTRACT** This study analyzed the perceptions of 600 teachers in some selected private secondary schools in the Niger Delta Region of Nigeria to determine the most important characteristics and indicators of school (organizational) effectiveness. A set of questionnaire was administered in which four characteristics of school effectiveness out of eight were probed: leadership, expectations, mission and climate. These characteristics were used as indicators for this study. Of the eight characteristics, four were used for the analysis. The creation of a positive learning climate was ranked highest amongst the characteristic. At the level of indicators, top rankings were given to student – oriented concerns. For example, care about students as people, pride in the school's and students' successes, listening to students, providing an enjoyable environment, care of students in a professional manner. In conclusion, these findings indicated that a balance of school effectiveness characteristics and indicators are required to render an overall quality programme for the benefit of the students. It was recommended that owners of private schools should learn to create a conducive climate and purposeful leadership within the school that will provide healthy learning; ongoing revision to clarify the school's philosophy and mission. Finally, staff and students should expect that at the end of the day they go home fulfilled. This can easily be achieved by helping students and staff to develop their abilities to their highest potential.