

IMPORTANCE OF NON-TEACHING PERSONNEL IN SCHOOLS

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The focus on teachers and students frequently overshadows the significance of non-teaching staff in schools. But for a school to run well, it needs administrators, counselors, clerks, and other vital employees. These people have a significant impact on the institution's ability to function effectively, promote students' general well-being, and foster an environment that is favorable to teaching and learning.

One of the primary reasons why non-teaching staff are essential in schools is to maintain the physical environment. Janitorial workers and maintenance personnel keep school buildings clean, safe, and well-maintained, creating a favorable learning environment for students. A clean and well-maintained school not only improves the outward appearance of the institution, but it also fosters a sense of pride and respect among students and faculty. Furthermore, a safe and hygienic atmosphere is critical for students' health and well-being, lowering the risks of accidents, injuries, and the transmission of infectious diseases.

Lutz (1948) reiterated on how students and parents perceived a school from its physical attributes such as the appearance of classrooms, school canteen, covered court, and cleanliness of bathrooms to the level of interaction and services provided by office personnel, including counselors, clerks, and administration.

According to Alias, Hamdani, & Othman (2017), non-teaching personnel is the staff who work in academic and nonacademic departments as administrative assistants, technical support, public safety, maintenance, and student advising.

In addition, non-teaching personnel also provide essential administrative assistance, which is required for a school to run smoothly. Administrative personnel are responsible for a variety of activities, including keeping records and files up-to-date, and communication with external stakeholders. They play an important role in ensuring that the school operates properly and that teachers can concentrate on their main task of teaching. Without administrative support, schools would face logistical difficulties that might affect their capacity to provide excellent education to students.

Furthermore, non-teaching personnel such as as counselors and support staff provide essential services to students by providing guidance, support, and help in times of need. School counselors serve an important role in addressing students' social, emotional, and mental health issues. Furthermore, support staff such as canteen workers, and security guards contribute to students' general well-being by providing nutritional meals and a secure learning environment.

Moreover, non-teaching personnel in schools serves as the role models and mentors for students, often building positive relationships based on mutual respect and trust. These individuals contribute to the social and emotional development of students, fostering a sense of community and belonging within the school. Non-teaching staff contribute to the development of a loving and inclusive school culture that values diversity, empathy, and cooperation by interacting with students on a personal level and giving advice and support.

In conclusion, non-teaching personnel are an essential part of the educational environment, contributing to the overall success and well-being of students, teachers, and administrators. Their duties may differ, but the impact they have is immeasurable, as they

shape the school environment, support the academic mission, and nurture students' entire development. As a result, schools must recognize and acknowledge the significant contributions of non-teaching individuals, ensuring that they get enough support, value, and respect for how important they are in the delivery of education.

References:

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