

# **Evaluation of the Restructuring of Teacher Placement in Public Secondary Schools in Nakuru County, Kenya: Implications on Policy Formulation and Implantation.**

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## **Abstract**

The purpose of this study was to evaluate the restructuring of teacher placement in public secondary schools in Kenya which addressed the following dependent variables: teacher distribution, gender distribution, and teacher retention. This study was informed and guided by the theory of change and discrepancy evaluation model. The study used concurrent mixed methods research design. The study employed a combination of inclusive criterion, purposive, and simple random sampling techniques to select seven districts and thirty seven schools under study. The findings showed that the TSC policy guidelines had been fully implanted: there was equitable teacher distribution although schools experienced teacher shortages; female teachers were under represented (42.9%); and the restructuring of teacher placement had contributed to staff stability. The challenges included a restrictive TSC score guide; most selection panelists had low level of education and were not trained on interviewing skills; and that corruption, nepotism, and political interference marred teacher placement. The study concluded that there is efficiency in service delivery because TSC policy has been fully implemented; there is equity in teacher distribution; gender disparity; and stability in teacher retention. The study recommended that TSC score guide be revised. Suggested further research studies were: more gender disaggregated data on effects of restructuring teacher placement on male and female teachers is called for, an investigation on how gender distribution would affect implementation of restructuring teacher placement in public secondary schools In Kenya ; and replication of this study in all counties of Kenya for comparative analysis

**Key words:** Evaluation of the Restructuring of Teacher Placement, Public Secondary Schools, Nakuru County, Kenya, Implications on Policy Formulation and Implantation.