

Provision of In-Service Training Needs for Heads of Department in Secondary Schools in Kenya: A Study of Marakwet West Sub County

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Abstract

Ministry of Education together with public secondary schools have initiated continuous in-service training for their heads of departments. This study assessed the influence of in-service training of Heads of department (HODs). The objectives of the study were to; determine the mode of in-service training provided to HODs and the content of inservice training. The study was conducted in 28 public secondary schools in Marakwet Sub County. The target respondents were 28 principals and 112 HODs. Data collected was analysed qualitatively and quantitatively. Statistical Package for Social Sciences (SPSS Version 22.0) aided in quantitative data coding, entry and analysis. Study findings revealed that HODs rarely attend in-service training. Majority of schools were found not to have a plan for HODs in-service training. It was also established that inservice training for HODs focused on curriculum implementation, supervision, teaching methods and evaluation of learners compared to teacher resource management, innovation and management. The study recommends that there is need for regular in-service training provision for teachers. Needs assessment also needs to be conducted to ensure that training content provided to HODs is relevant.

Keywords: in-service, training needs, HOD

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