

Factors Influencing Female Teachers' Progression to Top Management Positions In Public Secondary Schools in Narok North Sub County, Kenya

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Abstract

The purpose of the study was to examine factors influencing female teacher progression to management position in public secondary schools in Narok North sub County, Kenya. The study adopted a descriptive survey design. The target population of the study comprised of 30 public secondary schools which comprised 5 female principals, 25 male principals and 94 female teachers inclusive of deputy principals and heads of department in Narok North Sub County. A sample of 5 female principals, all 4 female deputy principals and 14 male principals were selected using stratified sampling to the study. Stratified random sampling was used to select 66 female teachers of Narok North Sub County. An interview guide for the Principals and deputy principals, two questionnaires were used to collect data. Test- retest method was used to test the reliability of the tools. Nineteen head teachers' questionnaires (83%) and 66 teachers questionnaires (95.6%) were returned. Thus, a questionnaire return rate of 79% was achieved which was deemed very good for data analysis. The major findings of the study revealed that there were fourteen male principals (73.7%) and five female principals (26.3%). The study findings also indicated that academic qualification and experience are no longer a hindrance to women appointment to leadership positions in public secondary school. Absence of role models interfere more with women's performance of school duties as compared to male teachers. The findings further established that female teachers have a negative attitude towards leadership roles and therefore, are reluctant to apply for leadership positions. In the light of the research findings the researcher made the following recommendations; The government through the Teachers' Service Commission should motivate female teachers to leadership through incentives. The Ministry of Education should encourage in-service courses on educational management to create awareness to all teachers on administrative roles.

Key Words: Role Models, Administrative Support, Administrative Workload, Individual Attitude

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