

An Assessment of the Prerequisite Conditions and Stakeholders' Attitudes towards Women Leadership in Primary Schools in Eldoret Municipality, Kenya

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Abstract

This paper analyses whether the conditions required in appointment of teachers into leadership positions in schools are met by both male and female teachers, and the perception of various education stakeholders towards women leadership based on a study conducted in Eldoret Municipality. The study was guided by socialization theory to hierarchical gender prescriptions which gave three distinct theoretical traditions that help, understand sex and gender. Descriptive survey adopted for the study and used both quantitative and qualitative techniques. The study employed stratified sampling, simple random and purposive sampling. A sample of 105 respondents from 10% of the target population were used where 2 Municipal Education Officials (TAC tutors), 8 head teachers, 80 teachers and 15 committee members were purposely selected for the study from 15 public primary schools randomly selected in the Municipality. Data was collected using questionnaire and interview schedule. The questionnaire was administered to teachers and committee members whereas interview schedule was administered to head teachers and TAC (tutors). Data was analyzed using both descriptive and inferential statistics. Frequencies, percentage and Chi-square (χ^2) were employed in the analysis. It was established that women were not discriminated against in headship position but other obstacles, like unfair promotion procedures, gender stereotyping and rigid career path ways hinder women most. The author recommends that the educational policy should provide equal opportunity for male and female and that the conditions required in the appointments and recruitment should ensure that they eliminate discrimination. The study is significant to female teachers in headship positions as it calls on the need to improve on their roles as mentors to other young female teachers in the profession. It also contributes to the ongoing studies on the place of women in leadership and development.

Keywords: assessment, prerequisite conditions, stakeholders, attitudes, women leadership, primary schools, Eldoret municipality, Kenya.

Full

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