

**PRIMARY SCHOOL TEACHERS INVOLVEMENT IN DECISION
MAKING PRACTICES IN MAKUYU ZONE, OF MURANG'A COUNTY**

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ABSTRACT

Decision making is at the heart of every organization and a key responsibility of its Chief Executive Officer. Though the Chief Executive Officer is paid to make decisions aimed at realizing the set goals he/she must involve other interested parties. The objective or purpose of this study was to establish the decision makers extent of teachers involvement in Decision Making process and challenges they face in decision making process in public schools in Makuyu Zone, Makuyu Division Murang'a County. The study adopted descriptive survey design. The sample size comprise of 3 public primary schools in the zone, their head teachers and two teachers from every school. Information was collected using an interview schedule for head teachers and questionnaire for teachers. They were pretested before actual data collection in one of unsampled school. Data collected by research tool were analyzed using simple descriptive statistics and thematically.

From the study head teachers were established as the key decision makers being the chief executive officers in the school. Teachers as curriculum implementers involvement in decision making was noted but not in all six administrative tasks Areas such as financial management. Notable problems experienced by teachers during the Decision making process were revealed this included lack of full involvement, lack of adequate requisite knowledge on decision making process and low regard from colleagues. Based on these findings it was recommended that the ministry of education to mount capacity building for head teachers so that they can embrace cite based management. The area education officers to mount capacity building for teaching personnel based on participatory decisions so as to enhance education outcome.