

**FACTORS THAT INFLUENCE CAREER GROWTH OF FEMALE
TEACHERS TO MANAGEMENT POSITIONS IN PUBLIC
SECONDARY SCHOOLS IN NYANDARUA NORTH
SUB-COUNTY NYANDARUA COUNTY, KENYA**

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ABSTRACT

Women all over the world have grappled with leadership both in education and the corporate world for a long time. Even though in Kenya women have embraced leadership positions, it is not the case in Nyandarua North sub-county, Nyandarua County. It is this state of affairs that the proposed study sought to unravel the factors that influence career growth of female teachers to management positions in public secondary schools in Nyandarua North Sub-County. These included determination of the criteria used for promoting teachers to positions of Principals, finding out the factors that influence their appointment and establishing challenges that hinder professional growth of female teachers in public secondary schools in Nyandarua North Sub County. The study adopted a *descriptive design* and the twenty four (24) public secondary schools in the Sub-county participated out of which three (3) are girls' schools, one (1) boys' school and the remaining twenty (20) are public mixed schools. Stratified sampling was done that targeted the 24 principals, the 24 deputies, 38 heads of department and 62 class teachers to give a sample of 148. A structured questionnaire that collected both quantitative and qualitative data was used to gather primary data from the respondents. A pilot study was done on two schools to measure the validity and reliability of questionnaires. Presentation was through tables of frequencies, charts and percentages. The study revealed that there is inadequate training in management skills of teachers with potential to enable them to improve the gender balance in management positions in public secondary schools. The study also showed that there is a gap between the requirement to boost involvement of women in management positions and practical policies that encourage women to get to management positions. The study also showed that societal expectations of women and bias in gender at the Teachers Service Commission were impeding their ability to access management positions. Other impeding factors included marital status, number of children and a lack of confidence that women could handle management decisions. The study also found that the low number of women in management positions, compared to men was hindering women from accessing management positions. The study recommended training in management skills to women; in addition, policies which are already in place regarding filling of administrative positions should encourage women to apply for the positions. Efforts should be made to improve the gender balance at the Teachers Service Commission, to sensitize TSC members on the importance of avoiding to withhold management positions from women because of family responsibilities. The findings of the study would be used to determine the criteria used for promotion of female teachers in Nyandarua North Sub-county, Nyandarua County, Kenya. This would lead to highlighting of practices that would result in low progression of female teachers to management positions. The findings would also be used to develop gender policies in the Education sector that could lead to affirmative action to address the gender disparity in management positions.