

**INFLUENCE OF LEADERSHIP STYLES ON ACADEMIC PERFORMANCE IN
PUBLIC PRIMARY SCHOOLS IN LAIKIPIA WEST CONSTITUENCY**

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ABSTRACT

Good leadership provides necessary guidance, clarity of direction and rewards for effective performance of an organization. The success of any organization depends entirely on how effectively its workers are managed. For the school organization to be held together, as an efficient and motivated unit, good leadership and efficient management are a must. The objective of this study was to investigate whether the leadership styles adopted by head teachers have an influence on students' academic performance in public primary schools in Laikipia West Constituency. The research design was a survey. The population for the study was drawn from public primary schools. The respondents were the head teachers, teachers and members of non teaching staff from these schools. Using a sampling scale for example, out of 70 head teachers from the constituency, 7 head teachers were selected as respondents. And out of 690 teachers in all primary schools in the Constituency, 69 teachers were sampled as respondents which correspond to 10%. The researcher recognized from literature and experiences from observations of leadership in schools that there are many leadership styles employed by school head teachers. However, for the purposes of this study, the researcher examined the relationship between leadership styles in general and school performance, and analyzed four leadership styles and school performance. The study established that most head teachers did not involve key stake holders like teachers in formulating school vision, mission and strategic plans. The failure by the stakeholders such as teachers to buy into the plans means poor implementation of school programs and hence poor performance. In successful schools, the school community shares values and goals and work as a team. Teamwork can enhance quality management in schools as teams can utilize resources more efficiently and effectively, increase organizational effectiveness, improve the quality of educational programs and create better learning and working environments. The study recommended that school administration should cooperate with guardian/parents by holding regular meetings and working out strategic plans. The head teachers need to be sensitized on how to relate not only with the teachers but the entire community and be team players.