

**ANALYSIS OF THE TEACHER FACTORS AFFECTING ACADEMIC  
PERFORMANCE OF LEARNERS IN PUBLIC SECONDARY SCHOOLS IN  
THARAKA NITHI COUNTY**

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## **ABSTRACT**

The purpose of this study was to analyze the teacher factors affecting academic performance of learners in public secondary schools in Tharaka Nithi County. The study was guided by the following objectives; to establish how the teacher job satisfaction affects the performance of learners in public secondary schools, to find out how the teacher motivation affects the academic performance of the learners, to establish the effects of teacher training and experience on the academic performance of learners in secondary schools and to establish the strategies that can be employed to improve on the performance of learners in secondary schools. The design for this study was a survey design. This study entailed mixed research methodology. The target population for this study was all the 710 teachers and 104 headteachers in the secondary schools in Tharaka Nithi County. From the sampled schools, the head teacher was purposively sampled, 10 students from form three and 10 from form four were randomly sampled, to participate in the study. The teachers were sampled purposively where six teachers were selected to participate in the study. The study utilized two sets of data collection instruments which are questionnaires and interview schedule. Before the actual data collection the researcher tested the reliability of the instrument using split half technique and Spearman Brown prophesy formula was used to calculate the correlation of the two sets of questionnaires. The results of data analysis are presented using frequency distribution tables, bar graphs and pie charts. The study established that the teacher training and professional experience had an effect on the performance. The study further established that teacher motivation had a positive effect on the performance of teachers. The study further established that the teacher job satisfaction had a positive effect on the teacher's performance in their job, as the more comfortable teachers were; the more they performed in their jobs. The study recommends that the ministry of education should fund the schools in order to provide more incentives to the teachers, in order to make them more satisfied in their jobs. The headteachers should consider team building for the workers and motivation for the workers and the students, as a means of improving the performance. The government should review the current teacher training curriculum and include in it the emerging trends and issues in the field of education. The government through the ministry of education should increase the funding in the secondary schools, so as to enable them buy enough teaching and learning materials, and revision materials, so as to improve on the academic performance.