

**GLASS CEILING EFFECT ON FEMALE TEACHER CAREER PROGRESSION
TO LEADERSHIP POSITIONS IN PUBLIC PRIMARY SCHOOLS IN KEYIAN
DIVISION, TRANSMARA WEST DISTRICT – NAROK COUNTY:
ANALYTICAL PERSPECTIVES**

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ABSTRACT

The central theme of the study sought to analyze the effects of glass ceiling on career progression of female teachers in leadership position in public primary school in Keyian Division, Transmara west District - Narok County. The specific objectives were to establish the Socio cultural attitude on career progression of female teachers, to establish the effect of implementation of government education policy on the rise of female teachers to leadership position, and to identify ways through which career progression of female teachers can be improved in Keyian Division. The Study population comprised of head teachers, deputy head teachers senior teachers and teachers in 33 public primary schools. The study adopted descriptive survey design, and a sample size of 32 primary schools in which 32 head teachers, 32 deputy head teachers, 32 senior teachers and 136 teachers were randomly selected. The respondents were selected and questionnaires used to collect data. Data collected was then analyzed using frequencies, percentages, means and standard deviation with the aid of the Statistical Package for Social Science Version 19. The results were then presented in tabular summaries for easier interpretation. The findings of the study might assist the ministry of Education to fill in the gaps that exist for promoting female teachers access leadership position in schools. This could form the basis for policy formulation in respect to promotion of female teachers to leadership position in public primary schools. The summary of findings shows that a vast majority of respondents (68%) did not receive adequate training before placement in their respective jobs at the district headquarters. The study also revealed that most female teachers (54.7%) are qualified for certain leadership positions in schools. Such teachers should be encourage to take up those positions irrespective of whether or not the people are used to having female leaders. If only they can do so and work to their level best, the issues of culture and beliefs will fade over time as people will begin having confidence in them. The government should come up with policies which are seen as fair to both male and female as regards selection and recruitment for leadership position in order to avoid the issue of female teachers feeling discriminated against. This will enhance unity amongst teachers and thus promote team work and subsequent good results in schools. Measures should be put in place to look into the issue of women not being given a chance to be in leadership positions in public primary schools in Keyian division despite the fact that they are as qualified as their male counterparts. In addition, strategies to deal with cultures which are anti development should be developed in order to give female teachers a chance of being leaders.