

## **SUB THEME:**

Principles and practices of  
effective teaching and learning in  
the 21<sup>st</sup> century

# **TITLE**

**FACTORS THAT DETERMINE TEACHER QUALITY  
IN THE CLASSROOM, IN NYAMAIYA DIVISION,  
NYAMIRA COUNTY, KENYA.**

# PRESENTERS

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# INTRODUCTION

- There has been great criticism over the ability of some Kenyan teachers to deliver in class effectively.
- Good teaching is a great pillar centrally placed at the heart of good schooling. The teaching process impacts a positive response in the learner.

# Cont...

- The teacher therefore, plays several roles in the classroom like a resource manager, guidance and counselling expert but most importantly, a teacher is a classroom instructor
- This therefore, puts a teacher in a very critical position of providing quality services to the learners

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- Quality education has a significant role in the economic development of any country, Kenya included.
- However, the performance of the Kenyan schools is not the same.

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- The duty of teaching is done by qualified personnel employed by the Teachers' Service Commission.
- This means, having a common employer cancels issues of terms of employment since it is uniform across the country.

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- Research indicates that teacher quality is one of the most important factors that influence summative grades in most countries
- Teacher quality is therefore, regarded as a primary influencer of students' scores which can be seen in terms of instructional competency, teacher leadership, relationship building and classroom management skills

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- Therefore, the effectiveness of a teacher should be measured in all activities done in school, and exams should not be the ultimate goal of instruction
- However, Teachers can improve their students' performance by changing their own classroom instruction.

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- The equal salaries paid by the teachers employer is not a factor to determine a teacher's preference of a certain school over another.
- Most secondary school teachers would prefer to teach in national schools and Extra County schools because they have better students in terms of entry behaviour.

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- Similarly, promotions for such teachers are faster because the promotion of teachers is largely pegged on subject mean scores and not value addition.
- The unlucky teachers, who got jobs in small schools like in Nyamaiya division, may have little to smile about with regard to promotions.

## Cont...

There are other factors that affect the motivation of each individual teacher in their duty of quality teaching.

The work done by a teacher in a classroom is thus, affected by various school related and teacher related factors.

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- The performance in this division has not been anything to boast of for quite some time as shown in the Table 1.

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Position	School	Candidature	Year (2018)	Year (2017)
1	A	41	6.122	4.800
2	B	83	5.010	4.650
3	C	42	4.754	3.729
4	D	59	4.170	4.023
15	N	36	2.644	2.889
16	P	28	2.396	1.440
17	Q	16	2.261	2.890
18	Z	26	1.118	1.530

## Cont...

- It is therefore, clear that the performance of Nyamaiya as a division needed an evaluation of the teacher characteristics, since the teacher determines the quality of instruction and hence student performance.
- This paper therefore, was anchored on such revelations

## Cont...

- This means that Nyamaiya division needs improvement in teacher quality for it to compete with neighbouring divisions.
- This paper was therefore, meant to investigate the factors affecting the quality of teachers, from which policy guidelines can be drawn to improve the education sector in Kenya.

# Objectives of the study

- i) Determine the school related factors that influence the quality of a secondary school teacher.
- ii) Find out the teacher related factors that influence the quality of a secondary school teacher in class.

# Research methodology

- This study made use of ex-post facto design. This is because the researcher had to study the existing phenomenon without changing the study variables.
- Purposive sampling was used in getting six schools: one girls' school, one boys' school, one day school, one day and boarding mixed school, the best and the least performed schools in 2018 KCSE examination..

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- Ten teachers were selected from each school to have a total sample of 60 teachers out of the total population of 314 teachers.
- The primary data was collected by means of questionnaires because they give first-hand information about the teachers' quality.

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- The questionnaire consisted of items in which the respondent was required to show their opinion on teacher quality on a five point likert scale while other items were closed and others were open ended.
- Data was analysed by descriptive methods, Validity of instruments was ascertained by experts in education in kisii university. Data was presented in figures as per the research objectives.

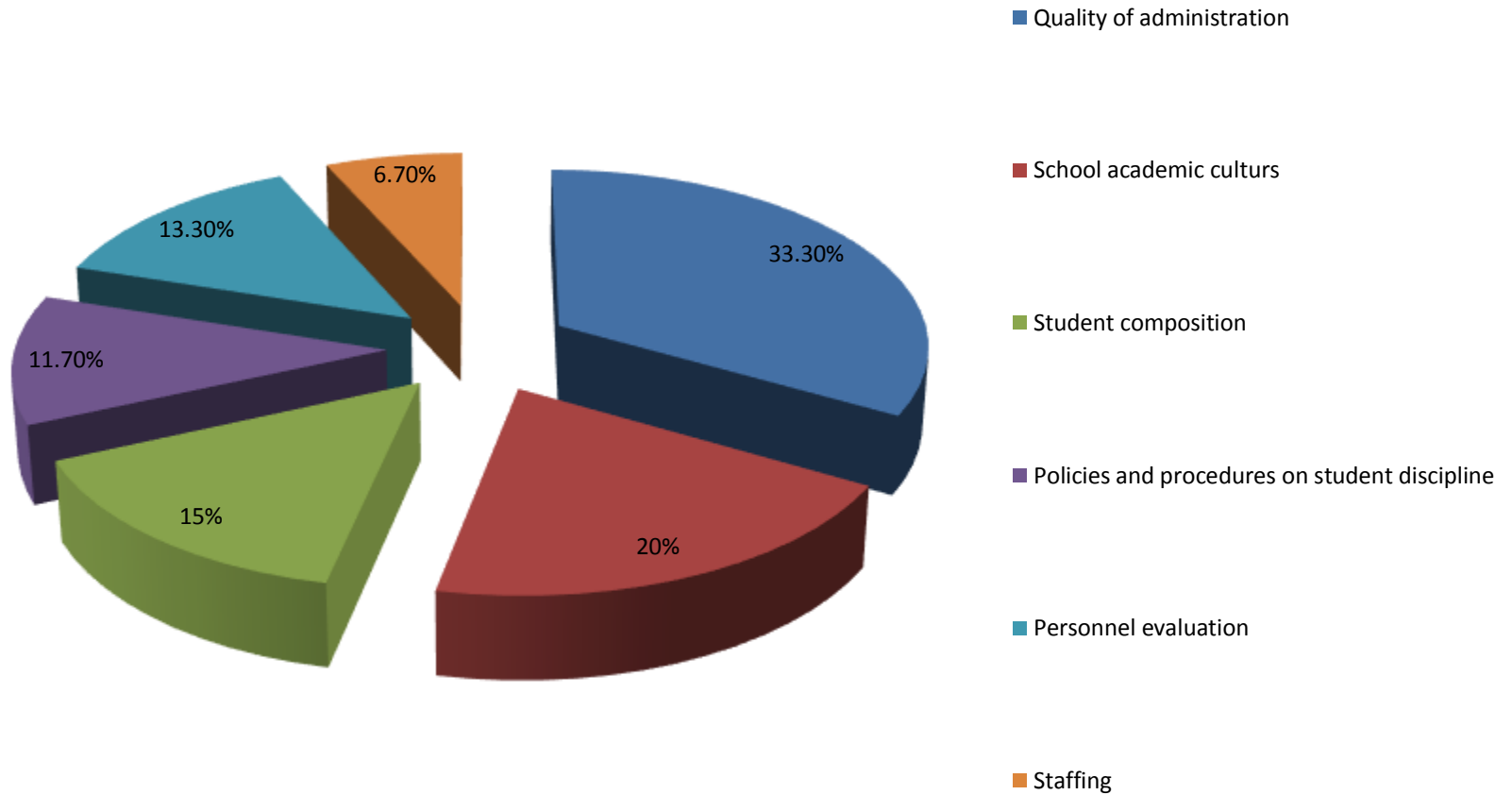
# Research findings

- i. The study looked at the school related factors and grouped them under school context structures.

The results compiled indicated that the quality of administration plays the greatest role in teacher quality at 33% of responses. Figure 1 has the findings as shown.

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## School context structures

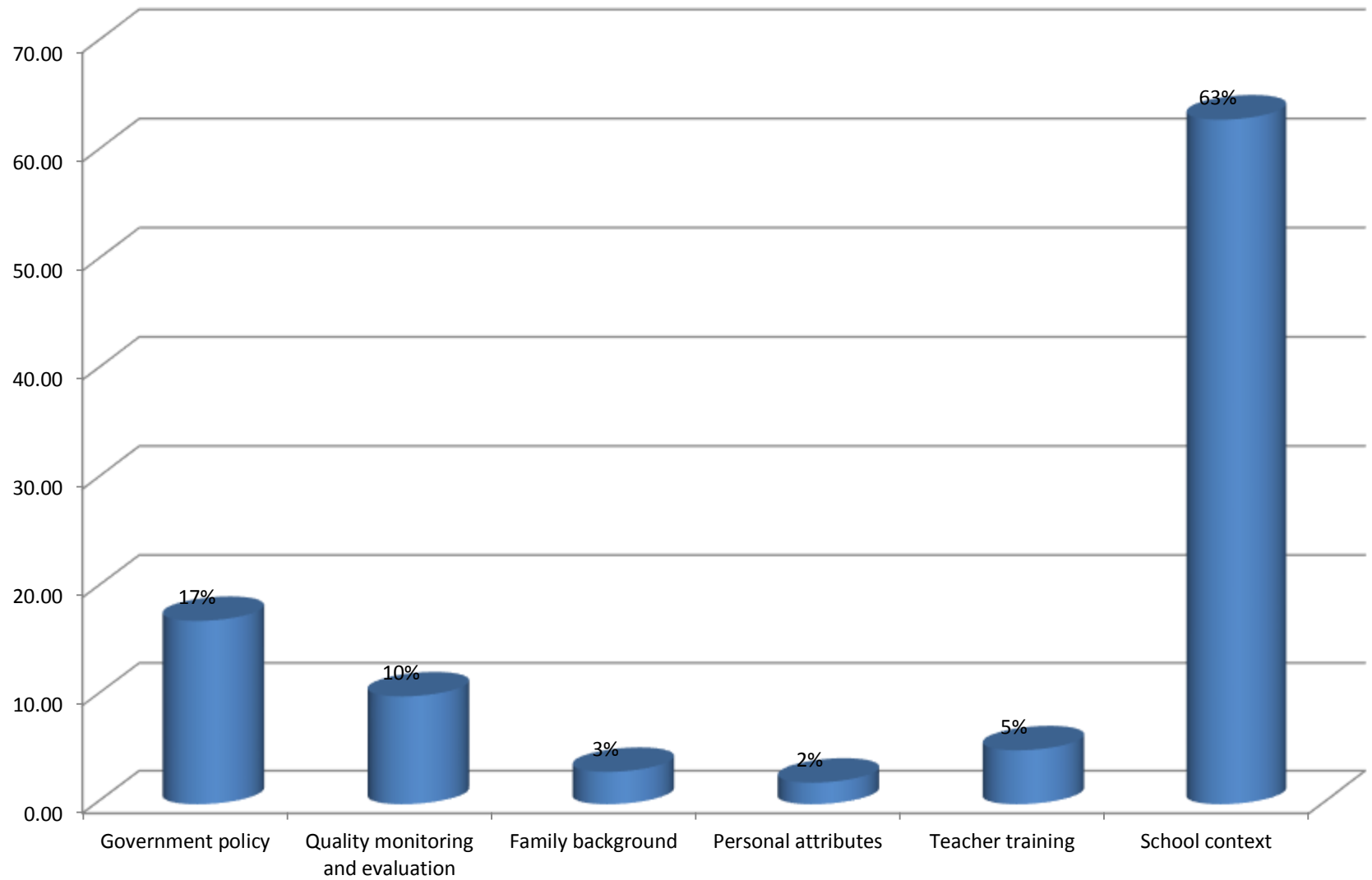


## Cont...

- ii. A comparison of school context and teacher related factors that determine the quality of a secondary school teacher.

The teacher related factors that affect a teachers' quality were found to be teacher training, 5% family background 3% and personal attributes 2% as per Figure 2

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# Recommendations

- i) There is need to have a plan by the TSC and MOE to formulate annual measurable objectives for each school, done at the sub county level.
  - The objectives set will vary depending on school category.
  - This will assist the state in giving an account of the progress of each school based on school contexts and student entry behaviour.

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Such objectives will give the commission a better ground in motivating teachers who are posted in small schools. Promotions are largely pegged on the mean scores; most small schools are really disadvantaged on this especially with 100% transition that gives them very poor students. This demotivates the teachers.

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- ii) The school management should prioritize upgrading teachers' qualifications through professional networking and by means of in-house or school based professional development activities.

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- Solutions to school indiscipline cases should not be an individual school burden.
- The sub county and counties and indeed the national government should form safety committees that handle student indiscipline cases.

# Research implications

- The ministry of education is hard pressed on getting explanations to poor and varied regional performance in KCSE.
- This research will benefit the ministry of education, science and technology, TSC, teachers and other stakeholders in education in various ways in getting solutions to school based challenges which influence academic performance of schools.

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