

NAME:Urio Aurelia Vicent

COURSE: EDUCATION MENEAGMENT AND PLANNING

TOPIC TITLE: Status and effect of teacher absenteeism in public secondary schools in Kinondoni Municipality

SUPERVISOR: Prof.Osaki, K.M.

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ABSTRACT

The purpose of the study was to investigate status and effect for teacher absenteeism in selected public secondary schools in Kinondoni municipality. Divergent parallel design was used in this study as it facilitated to collect both qualitative and quantitative data from the respondents. Questionnaires, interview method and documentary review were research tools which were used to collect data. 46 Teachers, 95 students, 5 school heads and 10 parents were sample of the study which were selected by using simple random sampling and purposive sampling techniques. it was revealed that 79% of the respondents mentioned family problem as a major cause of teacher's absenteeism, while 45% mentioned sickness. Poor school management had 68 % from respondents and low salary was mentioned by 30 percent of the respondents. Leadership style was mentioned by 60% of the respondents. Likewise, all (100%) of the school heads proposed that the best way of minimizing teachers' absenteeism are through guiding and counselling teachers, creating conducive school climate, providing motivation and incentive on time to teachers, and improving school infrastructures such as classrooms, furniture and classroom. Furthermore, it revealed that 83% of the respondents mentions that one of the effects of teacher's absenteeism is dropout and absenteeism of students, low academic performance was stated by 88% of the respondents. Another effect was failure to complete the subject syllabus mentioned by 87% of the respondents. Parents were interviewed to comment on the effects of teachers' absenteeism on students. Majority of the parents (98%) stated that teachers' absenteeism has an effect teaching and learning process as well as on academic performance. It was revealed that, math's teachers miss classes two time per week compare to other subjects including History, geography, Biology and Kiswahili teachers who miss classes one day per week. The findings also indicate that 73.7% of students agreed that they experience difficulties when teachers are absent in classroom and at school. The study further identified that parents are less concern about teachers' misconduct particular absenteeism of teachers. To reduce absenteeism, parents suggested similar strategies such as increase of salary, close supervision and improvement of working conditions, including availability of teaching and learning facilities, availabilities of chairs, tables and staff rooms. From the aforementioned conclusions the study is recommending the following:-I There is a need for regular supervision by the entrusted authorities to do the supervisory activities like the Ward Executive Officers, municipal educational officers and heads of the schools. ii. The government in collaboration with other education stakeholders should improve the working conditions especially by building teacher houses, teachers' offices, reducing number of students in the class and installation of water and electricity facilities in schools. iii. Teachers who are poorly remunerated the government should on a quick action review their salaries. Also give them teaching allowances in order to retain those teachers who always leave school to attend personal businesses.