

The level of influence of Board of Governors' Management Roles and instructional resource availability on Teacher Performance in Secondary Schools in Busia District

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BU/GS18/EDM/07

A Dissertation Submitted to the Directorate of Graduate Studies, Research, and Innovations in Partial Fulfilment of the Requirements for the Award of the Degree of Master of Educational Leadership and Management of Busitema University.

April, 2023

Declaration

I Joseph Wandera hereby declare that this dissertation titled "The level of influence of Board of Governors' Management Roles and instructional resource availability on Teacher Performance in Secondary Schools in Busia District" is my original work and it has never been presented to any institution for any award in any other University or institution of learning.


Signature.......... date 31/05/2023.....

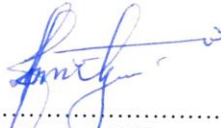
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Approval

We, the undersigned, certify that we have read and here by recommend for acceptance by Busitema University a dissertation titled "The level of influence of Board of Governors' Management Roles and instructional resource availability on Teacher Performance in Secondary Schools in Busia District", written by Joseph Wandera in partial fulfilment of the requirements for the award of the degree of Master of Education Leadership and Management of Busitema University.

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Dedication

I dedicate this work to my beloved parents; the late Opio Luba'a Philip and Mrs. Opio Federesi Dodo who laid a strong foundation for what I'm.

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List of Acronyms

MOES	:	Ministry of Education and Sports
AGM	:	Annual General Meeting
BOGs	:	Board of Governors
LEA	:	Local Education Authorities
SPSS	:	Statistical Package for the Social Sciences
UNDP	:	United Nations Development Programme
PTA	:	Parent Teacher Association
UNESCO	:	United Nations Educational Scientific and Cultural
NAPE	:	National Assessment of Progress in Education
USA	:	United States of America

Abstract

This study explored the level of influence of school Boards of Governors' roles and Instructional resource availability on teachers' performance in secondary schools in Busia District. This research was based on a sample of 265 from a population of 852. In this study a cross sectional approach was used and both qualitative and quantitative approaches were employed. Descriptive statistics, correlation analysis, regression, t-test analysis and thematic framework were used to analyse data. The results indicated that there was a moderate level of BOGs performance of their roles i.e. BOGs played an oversight role in monitoring, and supervising teacher performance ($M= 3.3019$, $SD=1.36771$), they were fully in charge of overseeing curriculum implementation by the teachers ($M=3.0830$, $SD=1.41177$). On teacher performance the results revealed that teachers; make schemes of work ($M=3.7736$, $SD=1.38501$), offer full cooperation in all school activities ($M=3.8377$, $SD=1.32862$) and teachers use productive teaching techniques ($M=3.7736$, $SD=1.42011$). Further analysis was done to determine the level of influence of instructional resource availability on teacher performance and the results revealed a considerable influence (unstandardized B coefficient ($\beta=0.930$, $t= 14.368$, $p<0.05$). The study also found out that most of the private schools didn't have functional BOGs and mainly relied on Board of Directors who made all decisions regarding school management. The study recommended that BOGs be rejuvenated especially in private schools, BOGs roles should be recognized as they are important in improving teacher performance. This study was able to discover that some school Boards of Governors in Busia District were faced with different constraints, like financial constraints, limited education among BOG membership, political interference, lack of motivation, and inadequate training. The study suggested strategies like induction, training and motivation of school Board members, allocation of sufficient budget, and appointing members of the BOG with appropriate education qualifications.

Chapter One

Introduction

1.0 Overview

The general objective of the study was to determine how much the management function of school boards of governors and the availability of instructional resources affected teacher performance in secondary schools in the Busia District, Uganda. The functions of the school board of governors were the independent variable, the availability of instructional resources was the intervening variable, and teacher performance was the dependent variable. The study's background, problem statement, purpose, research questions, hypotheses, conceptual framework, significance, justification, and scope are all explained in this chapter.

1.1 Background of the study

Though performance of schools is a multivariate concept, it heavily relies on the human resources; the management, teaching and support staff. Among these, teachers are critical. However, there are many other factors that play a leading role in the success of educational institutions. In this twenty first century, unlike before; schools are in a dilemma of seeking to get the best performance using the available resources. The outcomes in educational institutions are much determined by the leaders who influence organization characteristics of every school leadership, development plans, and the school climate which reflects the practice of school BOGs (Argyriou & Iordanidis, 2014). It is therefore important to understand the role of BOGs in ensuring that teachers perform as per the set objectives because the survival and growth of a school largely depends on BOGs (Wataba & Abiodun, 2018).

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