

The Leadership Challenges Facing Tigoni Baptist Academy

By

Ruth N. Kamau

B. A., Goshen College, Indiana, 2008

A Research Project
Submitted in partial Fulfillment of
The requirement for the Degree of

Master of Art in Leadership



Pan Africa Christian University

October, 2014

EXECUTIVE SUMMARY

The purpose of this study was to investigate factors affecting leadership in Kenyan private schools. A case study was conducted at Tigoni Baptist Academy which is a church-based school. The study purposed to assess the effectiveness of leadership at TBA. The study was conducted in and out of the school. The study targeted pupils, teachers, current teachers, former parents, current parents and some community members.

The research was carried out through questionnaires and interviews as tools of collecting data. The questionnaires were handed to participants and the interviews were one-on-one. Data presentation and interpretation was done by the use tables, graphs and pie charts.

The study identified major challenges facing leadership at Tigoni Baptist Academy which explained why the school was not doing very well. The researcher also found out that there was a high turnover for both teachers and students and this project offers what the researcher found to be the cause of high turnover. The teachers were found to be unsatisfied due to various problems that the school was facing and the laxity by the head teacher and the teachers seemed to affect the school's performance. The school also seemed to be affected by academic performance and the poor results for Kenya Certificate of Primary Education has also contributed to students moving to other schools.

The researcher recommended that the leadership of Tigoni Baptist Academy apply a drastic change of approach in hiring a leader who has the school at heart and who can bring about change. The leadership also needs to find a way to encourage and motivate teachers.