

**RESULTS-BASED LEADERSHIP IN ECD PROGRAMS:
CASE STUDY OF SCHOOLS IN MAKADARA DISTRICT**

By

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EXECUTIVE SUMMARY

This study investigated results as a basis for leadership in Early Child Development (ECD) centres in Makadara District of Nairobi County. The study adopted a qualitative survey design to investigate use of result based leadership in preschool centres. The study specifically investigated the extent to which public and private primary schools leadership was satisfying by applying leadership guided by results in the management of ECD programs. Purposive sampling technique was employed to public and private preschool centres attached to primary schools, to make the sample of this study. The objectives of the study were to investigate factors influencing application of RBL in public and private primary schools in Nairobi; determine the quality of service delivery in public and private preschools (ECD) in Makadara District; establish whether there is satisfaction of ECD teachers with the leadership in both public and private ECD centers in Makadara district. A structured questionnaire was used to collect primary data. Central tendency measure was computed to determine the extent to which results measured leadership effectiveness.

From the study, leaders of ECD programs in Makadara District public schools were generally rated better than the private schools with regards to being results oriented. The aspects that were evaluated were: promotion of a child friendly culture, provision of relevant facilities and equipments, staff enablement, communication of direction and cohesion. This study highly recommends research on the review of government policy to include the provision of free ECD education to ensure that the teachers in public schools are paid promptly to avoid compromise on the access to education by the least fortunate children who cannot afford to pay. This is implied in the findings that teachers in public schools are paid late, irrespective of some of the schools ability to pay on time.