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**FACTORS INFLUENCING WOMEN PARTICIPATION IN SCHOOL
LEADERSHIP: A CASE OF PUBLIC SECONDARY SCHOOLS
IN KIBWEZI DISTRICT, KENYA**

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ABSTRACT

The purpose of this study was to investigate the factors influencing women participation in school leadership. The study adopted the survey research design, guided by the reproduction of labour theory. Both qualitative and quantitative methodologies were used. A sample size of 101 respondents was involved. Stratified, purposive and simple random sampling was used to select the sample. The research instruments used in collection of data were the questionnaires, interview schedules and document analysis. The research instruments were tested for content validity and reliability a Cronbach alpha of 0.7 was established. Data was analyzed both quantitatively and qualitatively. The study found out that there was gender imbalance in school leadership positions, teacher service commission criteria for promotion of head teachers was not followed due to political interferences, increasing girls schools, women leadership skills, educational training and support from educational stake holders promoted while the government affirmative action, support systems and women leadership in mixed schools do not promote women participation in school leadership. The study also found that family responsibilities, socio- cultural factors, fear to transfer to other schools and lack of role models hindered women from participating in school leadership. The study found out that enhancing female education, mentoring, effective implementation of government affirmative action and professional development, training and preparation of female leaders were strategies for promoting women participation in school leadership. The study recommends enforcement of gender policy, gender responsive recruitment panel, creation of more girls' and mixed schools and the government to improve on the girl child education..